

CLEVELAND PUBLIC LIBRARY

Board Meeting

February 18, 2021

RESOLUTION AMENDING RESOLUTION APPOINTING NORTH COAST ADMINISTRATORS AS THIRD-PARTY ADMINISTRATOR OF THE CLEVELAND PUBLIC LIBRARY'S FLEXIBLE SPENDING ACCOUNT AND COMMUTER BENEFITS PLAN, RATIFYING CONTRACT, AND AMENDING FLEXIBLE SPENDING ACCOUNT PLAN

WHEREAS, On January 21, 2021, the Board of Library Trustees adopted and approved an amendment to the Cleveland Public Library's health care and dependent care Flexible Spending Account Plan, to allow extending the grace period for plan years 2020 and 2021 from two and one-half months to 12 months as described in the amendment attached to that Resolution; and

WHEREAS, Upon further review, the Library Administration has determined that the new legislation that allows for extended grace periods applies to only those Flexible Spending Account Plans that had grace periods prior to the enactment of the new legislation; and

WHEREAS, The Library's dependent care Flexible Spending Account Plan does not have a grace period allowing unused funds from one year to be spent in the next; and

WHEREAS, The Library Administration recommends that this Board amend the January 21, 2021 Resolution to adopt and approve the attached amendment to the Library's Flexible Spending Account Plan to allow for an extension of the grace periods for plan years 2020 and 2021 for participants' Health Care Flexible Spending Accounts only; now therefore be it

RESOLVED, That this Board hereby amends the Resolution it adopted on January 21, 2021 to adopt and approve the attached amendment to the Cleveland Public Library's health care Flexible Spending Account Plan, to allow extending the grace period for plan years 2020 and 2021 from two and one-half months to 12 months in the manner and to the extent described in the attached amendment, which changes shall be effective retroactive to January 1, 2021, and authorizes the Executive Director, CEO or his designee to execute the Plan amendment and any other instruments, documents, and amendments to Plans and agreements as may be necessary or appropriate to effectuate the terms of this Resolution.