

CLEVELAND PUBLIC LIBRARY

Board Meeting
May 31, 2013

**RESOLUTION ADOPTING CLEVELAND PUBLIC LIBRARY MEDICAL COST PLAN
AND EMPLOYEE BENEFITS PLAN**

WHEREAS, In January 2012, the Board of Trustees of the Cleveland Public Library (“Library”) adopted a Restated Flexible Spending Plan and Plan Summary for employees of the Cleveland Public Library pursuant to Internal Revenue Code Sections 125 permitting employees to make pre-tax contributions to Health Care Spending Accounts and Dependent Care Spending Accounts for qualified out-of-pocket expenses; and

WHEREAS, For a number of years, the Library has also permitted employees to pay their share of premiums for Library sponsored medical and dental plans through pre-tax contributions pursuant to Internal Revenue Code Section 125. The Library desires to adopt an amended and restated Medical Cost Plan for this program, and to include the Library’s new vision plan and to include the changes necessary to comply with the Patient Protection and Affordable Care Act of 2010; and

WHEREAS, In addition, the Library desires to adopt an Employee Benefits Plan covering the Library sponsored medical, dental and vision plans, setting forth the Library’s administrative responsibilities, and establishing privacy and security provisions in compliance with the Health Insurance Portability and Accountability Act (“HIPAA”)

WHEREAS, The law firm of Ogletree, Deakins has prepared these plans, and each one has been reviewed and approved by the Library Chief Legal Officer; now therefore be it

RESOLVED, That the restated and amended Medical Cost Plan, and the Employee Benefits Plan are hereby approved and adopted and are effective as of January 1, 2013; and be it further

RESOLVED, That the Executive Director, CEO or his designee is authorized to execute the Plans and to execute such other instruments, documents, and amendments to Plans and agreements as may be necessary or appropriate to maintain and administer the Plans in the future, subject to approval of the Library’s Chief Legal Counsel.