

CLEVELAND PUBLIC LIBRARY

Human Resources Committee

December 16, 2014

**RESOLUTION AMENDING CLEVELAND PUBLIC LIBRARY'S
MEDICAL COST PROGRAM**

WHEREAS, On May 31, 2013 the Board of Trustees of the Cleveland Public Library adopted an amended and restated Medical Cost Plan which permits employees to make pre-tax contributions to Health Care Reimbursement Plans and Dependent Care Spending Accounts for qualified out-of-pocket expenses under Internal Revenue Code Section 125; and

WHEREAS, At the time the Plan was adopted, the maximum amount an employee could elect to contribute to a Health Care Reimbursement Plan was \$2,500.00. Since then, the Internal Revenue Service has increased the allowable amount to \$2,550.00. The Library would like to amend its Medical Cost Plan to accommodate the higher maximum allowable contribution; now therefore be it

RESOLVED, That the restated and amended Medical Cost Plan adopted in 2013 is hereby amended to increase the maximum allowable deduction for its Health Care Reimbursement Plan in 2015 to \$2,550.00, or such higher amount as may be permitted by the Internal Revenue Service in the future; and be it further

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