

RESOLUTION NO. 2011-14

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS TO AMEND THE CITY OF LOS ALTOS FLEXIBLE BENEFITS PLAN INCLUDING THE DAY CARE FLEXIBLE SPENDING ARRANGEMENT AND HEALTH FLEXIBLE SPENDING ARRANGEMENT DUE TO HEALTH CARE REFORM**

**WHEREAS**, the City originally implemented a Flexible Benefits Plan, IRC Section 125 effective July 1, 1993 through a service agreement; and

**WHEREAS**, the City changed flex plan providers on January 1, 2006 to Flex Plan Services through a service agreement; and

**WHEREAS**, Flex Plan Services has updated their Plan documents to incorporate mandated health care reform provisions.

**NOW THEREFORE, BE IT RESOLVED** that the City Council of the City of Los Altos hereby:

1. Approve and adopt amended Flexible Benefits Plan including a Day Care Flexible Spending Arrangement and Health Flexible Spending Arrangement effective January 1, 2011, and that the duly authorized agents of the Employer are hereby authorized and directed to execute and deliver to the Administrator of the Plan one or more counterparts of the Plan.
2. Authorize that the Administrator shall be instructed to take such actions that are deemed necessary and proper in order to implement the Plan, and to set up adequate accounting and administrative procedures to provide benefits under the Plan.
3. Authorize that the duly authorized agents of the Employer shall act as soon as possible to notify the employees of the Employer of the adoption of the approved Flexible Benefits Plan by delivering to each employee a copy of the summary description of the Plan in the form of the Summary Plan Description.

**I HEREBY CERTIFY** that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the 10<sup>th</sup> day of May, 2011 by the following vote:

AYES: CARPENTER, CASAS, FISHPAW, SATTERLEE, PACKARD

NOES: NONE

ABSENT: NONE

ABSTAIN: NONE



Ronald D. Packard, MAYOR

Attest:



Lee Price, CITY CLERK