



Snohomish County Council

Committee: Finance
ECAF: 2022-0932
Proposal: Mot. 22-407

Analyst: Jim Martin
Date: September 22, 2022

Consideration:

Amendment of the County's Internal Revenue Service Code Section 125 Flexible Benefits Plan.

Background

Snohomish County Code 3.20 establishes a Flexible Benefits Plan for county employees and elected officials and requires the plan be adopted by motion. The county's plan is managed by Navia, Inc. Currently, premiums for Accidental Death and Dismemberment coverage are held pre-tax. Because of this language, there are some county employees that are unable to participate in this program. This motion would adopt a change making the premiums post-tax, thereby allowing for all employees to participate.

Current Proposal

This motion amends the county's Flexible Benefits Plan, making premiums for Accidental Death and Dismemberment coverage post-tax.

Duration: N/A

Fiscal Implications: N/A

2022 Budget: N/A

Future Budget Impacts: None.

Handling: Urgent

Approved-as-to-form: YES

Risk Management: N/A.

Executive Recommendation: APPROVE.

Attachments: See ECAF packet.

Amendments: NONE.

Request: Move to GLs on September 28th for consideration.