



# Snohomish County Council

## Legislation Details (With Text)

**File #:** 2022-0932      **Version:** 1

**Type:** Motion      **Status:** Approved

**File created:** 9/13/2022      **In control:** General Legislative Session

**On agenda:** 9/28/2022      **Final action:** 9/28/2022

**Title:** Motion 22-407, amendment of the County's Internal Revenue Service Code Section 125 Flexible Benefits Plan

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Motion 22-407, 2. Staff Report, 3. Amendment - SIGNED, 4. Motion Assignment Slip

Date	Ver.	Action By	Action	Result
9/28/2022	1	General Legislative Session	Approved	Pass
9/27/2022	1	Finance and Economic Development Committee	Moved to the GLS Consent Agenda	
9/27/2022	1	Administrative Session	Assigned	

## Executive/Council Action Form (ECAF)

**ITEM TITLE:**

Motion 22-407, amendment of the County's Internal Revenue Service Code Section 125 Flexible Benefits Plan

**DEPARTMENT:** Finance

**ORIGINATOR:** Debbi Mock

**EXECUTIVE RECOMMENDATION:** Approved by Ken Klein 09/22/22

**PURPOSE:** Council adoption of an amendment to the county's flexible benefits plan.

**BACKGROUND:** IRS Regulations allow an employer to establish a Flexible Benefits Plan which allows employees to set aside a portion of their salary on a pre-tax basis which can then be used to reimburse certain dependent care, health care and other expenses. 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 has an agreement in place with Navia, Inc. to provide the benefits as outlined in the attached Summary Plan Description. This amendment will revise the plan to align with the County's current pre-tax option. Urgent processing is requested to meet the 11/1/2022 effective date.

**FISCAL IMPLICATIONS:**

EXPEND: FUND, AGY, ORG, ACTY, OBJ, AU	CURRENT YR	2ND YR	1ST 6 YRS
none			

<b>TOTAL</b>			

<b>REVENUE:</b> FUND, AGY, ORG, REV, SOURCE	CURRENT YR	2ND YR	1ST 6 YRS
<b>TOTAL</b>			

**DEPARTMENT FISCAL IMPACT NOTES:** Click or tap here to enter text.

**CONTRACT INFORMATION:**

ORIGINAL	CONTRACT#	AMOUNT
AMENDMENT	x CONTRACT#	AMOUNT \$0

**Contract Period**

ORIGINAL	START	END
AMENDMENT	START 11/1/2023	END

**OTHER DEPARTMENTAL REVIEW/COMMENTS:** Reviewed/approved by Finance - Nathan Kennedy  
09/21/22