

RESOLUTION ESTABLISHING A "CAFETERIA PLAN"

WHEREAS, the Alpha Park Public Library District (herein "Library") sponsors a Group Medical Plan for the benefit of its eligible employees, with the Library paying 85% of the premium cost for employee coverage and the employee paying the premium cost for family coverages (with the exception of the director's dependents); and

WHEREAS, the Library would like to allow its employees to use pre-tax dollars to pay the premium cost for insurance coverage,

NOW THEREFORE IT IS HEREBY RESOLVED BY THE BOARD OF LIBRARY TRUSTEES OF THE ALPHA PARK PUBLIC LIBRARY DISTRICT THAT:

1. A Cafeteria Plan in the form attached hereto be adopted for the benefit of the employees of the Library, effective July 1, 2003; and
2. Salary reduction elections for participating employees shall be made effective for the pay period beginning on or after July 1, 2003

That all resolutions or parts of resolutions in conflict herewith be and the same are hereby repealed to the extent of such conflict, and that this resolution shall be effective upon its passage.

Adopted the ___ day of _____ 2003.

President, Board of Library
Trustees

Attest:

Secretary, The Board of Library
Trustees

ALPHA PARK PUBLIC LIBRARY DISTRICT POLICIES

Cafeteria Plan Policy

1. Purpose. The purpose of this plan is to provide each qualified employee of the Alpha Park Public Library District, (the "Employer"), an opportunity to pay his/her share of premiums for personal and family coverages under the Employer-sponsored Group Medical Plan (currently provided through the Library Insurance Management and Risk Control Group) with pre-tax dollars.

2. Participation. Each employee will be eligible to participate in this Plan coincident with his/her eligibility for personal and family coverage under the Group Medical Plan. An employee's participation in this Plan will terminate as of the earlier of (a) the date on which coverage under the Group Medical Plan terminates, or (b) the date of his/her termination of employment. Notwithstanding the foregoing, coverage or benefits under the Group Medical Plan may continue to the extent provided by the terms of such Plan or as required by applicable law such as "COBRA" coverage.

3. Participant Elections. An employee may continue to have his/her full wages or salary paid to him/her in cash, or he/she may elect under this Plan to have a portion of his/her wages or salary applied by the Employer toward the premium cost of insurance coverage under the Group Medical Plan. If an employee so elects, his/her wages or salary will be reduced each pay period by an amount equal to the premium cost of coverage. An amount equal to the reduction will then be applied by the Employer to the Group Medical Plan.

4. Timing and Manner of Election. Each Employee who desires individual and family coverage under the Group Medical Plan shall so specify on the Group Medical Plan Enrollment Card, and shall thereby agree to a reduction in his/her wages or salary of an amount equal to the premium cost of insurance coverage.

5. Interpretation. This Plan is intended to qualify as a "cafeteria plan" under Section 125 of the IRS Code and is to be interpreted in a manner consistent with the requirements of said Section 125.

6. Effective Date. This plan is effective July 1, 2003.

Approved by the Alpha Park Public Library Board of Trustees May 19, 2003.

Revised and approved by the Alpha Park Public Library District Board of Trustees May 18, 2015.