



## PUBLIC HEARING AGENDA ITEM

<b>DATE OF PUBLIC HEARING:</b> September 28, 2021
<b>SUBJECT:</b> Flexible Spending Account (FSA) Amendment 1.1.2021
<b>FROM:</b> Cindy Bero, Benefits Manager
<b>AGENCY/DEPARTMENT:</b> People and Culture Services
<b>HEARD AT STUDY SESSION ON:</b> n/a
<b>AUTHORIZATION TO MOVE FORWARD:</b> <input type="checkbox"/> YES <input type="checkbox"/> NO
<b>RECOMMENDED ACTION:</b> That the Board of County Commissioners approves the amendment to the Flexible Spending Account that allows employees an extended grace period of 12 months.

**BACKGROUND:** The Adams County Board of County Commissioners had previously approved the establishment of Health Care and Dependent Care Flexible Spending Accounts (FSA) for the benefit of eligible Adams County employees as a way to save money on applicable out-of-pocket expenses. During the uncertainty of the Covid-19 pandemic, the option was given to FSA plan sponsors to extend the grace period in which to incur and submit claims. By amending the plans to temporarily allow a 12-month grace period, this will help ensure employees don't lose money in their FSA plans due to changing circumstances.

**AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:**

People and Culture Services  
County Attorney's Office

**ATTACHED DOCUMENTS:**

FSA Amendment

**FISCAL IMPACT:**

Please check if there is no fiscal impact ☒. If there is fiscal impact, please fully complete the section below.

**Fund:****Cost Center:**

	Object Account	Subledger	Amount
Current Budgeted Revenue:			
Additional Revenue not included in Current Budget:			
<b>Total Revenues:</b>			

	Object Account	Subledger	Amount
Current Budgeted Operating Expenditure:	Various		
Add'l Operating Expenditure not included in Current Budget:			
Current Budgeted Capital Expenditure:			
Add'l Capital Expenditure not included in Current Budget:			
<b>Total Expenditures:</b>			

New FTEs requested: ☐ YES ☒ NO

Future Amendment Needed: ☐ YES ☒ NO

**Additional Note:**