



UNION COUNTY UTILITIES AUTHORITY

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RESOLUTION NO.: 100-2014

DATED: December 17, 2014

RESOLUTION OF THE UNION COUNTY UTILITIES AUTHORITY AUTHORIZING AN INCREASE IN CERTAIN DEDCUTION LIMITS CONTAINED WITHIN THE AUTHORITY'S FLEXIBLE SPENDING ACCOUNT PROGRAM.

APPROVED AS TO FORM:

Joseph C. Bodek
Clerk of the Authority

By: *Joseph C. Bodek*

APPROVED AS TO SUFFICIENCY OF FUNDS

YES NO NONE REQUIRED
UNION COUNTY UTILITIES AUTHORITY

By: *[Signature]*

	PRESENT	ABSENT	AYE	NAY	ABSTAIN	MOTION	SECOND
<i>Badri</i>		X					
<i>Eastman</i>	X		X				
<i>Jackus</i>		X					
<i>Kabn</i>	X		X				
<i>Kennedy, Secretary</i>		X					
<i>Kulish</i>	X		X			X	
<i>People, Treasurer</i>	X		X				X
<i>Erdos, Vice Chairman</i>	X		X				
<i>Huff, Chairman</i>		X					
<i>Bonanno, Alternate</i>	X		X				
<i>Lombardo, Alternate</i>	X		X				

**RESOLUTION OF THE UNION COUNTY UTILITIES AUTHORITY
AUTHORIZING AN INCREASE IN CERTAIN DEDCUTION LIMITS CONTAINED
WITHIN THE AUTHORITY'S FLEXIBLE SPENDING ACCOUNT PROGRAM.**

WHEREAS, the Union County Utilities Authority (the "Authority") provides certain benefits to its employees in connection with its operations and consistent with its established policies and collective bargaining agreement; and

WHEREAS, pursuant to the Authority's Resolution No.: 19-2014 adopted on February 12, 2014 in connection with the enactment of New Jersey's pension and medical benefits legislation, P.L. 2011, c. 78, the Authority implemented a program providing employees with access to a Section 125 Flexible Spending Account ("FSA Program" and sometimes referred to as a Cafeteria Plan) through which employees may voluntarily set aside a portion of their earnings to pay for qualified health and dependent care expenses; and

WHEREAS, by way of said Resolution No.: 19-2014 the Authority elected a \$2,500.00 maximum per annum/per employee salary deduction amount for Health Care Expenses under the FSA Program consistent with the then-current Internal Revenue Service ("IRS") limits for such expense deductions; and

WHEREAS, pursuant to Federal law and regulation, as set forth in the Revenue Procedure 2014-61, on October 31, 2014 the IRS increased the maximum permissible yearly salary deduction for health care expense from \$2,500.00 to \$2,550.00 effective January 1, 2015; and

WHEREAS, the Authority has the discretion to raise the maximum permissible health care expense deduction under its FSA Program up to the limits established by the IRS.

NOW THEREFORE BE IT RESOLVED, by the Union County Utilities Authority Board of Commissioners as follows:

1. The Authority hereby elects to increase the maximum per annum/per employee salary deduction amounts for FSA program health care expenses from \$2,500.00 to \$2,550.00 effective January 1, 2015.
2. The Authority's Comptroller, in conjunction with the Authority's health benefits insurance broker and/or FSA Program service provider, is hereby authorized to implement the aforementioned changes to the Authority's FSA program, and to coordinate the provision of timely notices of this change to all Authority employees.
3. This Resolution shall not alter or otherwise modify the provisions of the Authority's Resolution No.: 19-2014 in any way except as specifically set forth herein above.
4. This Resolution shall take effect immediately.