

RESOLUTION 2025-03

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE HIDDEN VALLEY LAKE COMMUNITY SERVICES DISTRICT APPROVING EMPLOYEES' AND BOARD OF DIRECTORS ENROLLMENT IN A HEALTHCARE FLEXIBLE SPENDING ACCOUNT (H-FSA) WITH CONTRIBUTIONS DEDUCTED PRE-TAX FROM EMPLOYEE PAYROLL

WHEREAS, the Board of Directors of the Hidden Valley Lake Community Services District recognizes the importance of providing its employees and Board of Directors with benefits that assist in managing healthcare expenses; and

WHEREAS, the Hidden Valley Lake Community Services District desires to offer its employees and directors the opportunity to participate in a Healthcare Flexible Spending Account (H-FSA), allowing them to set aside pre-tax earnings to pay for eligible healthcare expenses; and

WHEREAS, it is in the best interest of Hidden Valley Lake Community Services District to implement a program whereby employees and Board of Directors may voluntarily enroll in an H-FSA with contributions automatically deducted from their payroll on a pre-tax basis, thereby reducing taxable income and providing savings on eligible medical expenses; and

WHEREAS, the Hidden Valley Lake Community Services District is committed to maintaining a flexible benefits package that enhances the well-being of its employees;

1. **NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Hidden Valley Lake Community Services District as follows:

Employees and Board of Directors of Hidden Valley Lake Community Services District are hereby approved to enroll in the Healthcare Flexible Spending Account (H-FSA) program, which allows contributions to be deducted from their payroll on a pre-tax basis, subject to the terms and conditions of the program.

Employees and Board of Directors who meet the eligibility requirements, as defined by the Hidden Valley Lake Community Services District's benefits policy, are entitled to participate in the H-FSA program.

Employees and the Board of Directors may elect to contribute a portion of their salary or stipend to the H-FSA in accordance with IRS guidelines and annual limits. The contribution will be deducted from their payroll on a pre-tax basis.

Following the adoption of this resolution, employees and board of directors will be notified of their opportunity to enroll during the upcoming open enrollment period.

The General Manager is authorized to implement and administer the H-FSA program, including coordinating enrollment, deductions, and ensuring compliance with applicable federal and state regulations.

The Hidden Valley Lake Community Services District reserves the right to modify or discontinue the H-FSA program at its discretion, subject to applicable laws and regulations.

PASSED AND ADOPTED by the Board of Directors of Hidden Valley Lake Community Services District on this 18th day of March 2025, by the following vote:

AYES: (4) Directors Graves, Millerick, Lieberman and Freeman

NOES: (0)

ABSTAIN: (0)

ABSENT: (1) Director Metcalf



Jim Freeman
President of the Board of Directors

ATTEST:



Penny Cuadras,
Secretary to the Board

