

LOWNDES COUNTY BOARD OF COMMISSIONERS
COMMISSION AGENDA ITEM

SUBJECT: Section 125 Plan Document Renewal for 2025

DATE OF MEETING: December 10, 2024

Work
Session/Regular
Session

BUDGET IMPACT: N/A

FUNDING SOURCE:

- Annual
- Capital
- N/A
- SPLOST
- TSPLOST

COUNTY ACTION REQUESTED ON: Adoption of the Section 125 Plan Document for 2025

HISTORY, FACTS AND ISSUES: The Section 125 Cafeteria Plan is a premium only plan (POP) that provides for a pre-tax premium deduction on qualified health plans for our employees. This plan adoption renewal for 2025 is necessary in order to comply with IRS Regulations - Section 125.

Adoption of the Section 125 Cafeteria Plan allows Lowndes County to withdraw premium-only payments, from employees' paychecks, on a pre-tax basis. Health premiums that qualify for tax savings include, medical, dental, vision, critical illness, accidental death and dismemberment, hospital indemnity and/or cancer insurance, short and long term disability policies and group-term life insurance policies up to \$50,000.00. Lowndes County Section 125 premium only plan has been available to County Employees since May 26, 1989.

- OPTIONS: 1. Adopt the Section 125 Premium Only Plan for 2025 and authorize the Chairman to sign the Certificate of Resolution and Adoption Agreement.
2. Board's Pleasure

RECOMMENDED ACTION: Board's Pleasure

DEPARTMENT: Human Resources

DEPARTMENT HEAD: Kevin Beals

ADMINISTRATIVE COMMENTS AND RECOMMENDATIONS: