

RESOLUTION NO 2025-5481

**RESOLUTION TO SUNSET THE MISSIONSQUARE RETIREE HEALTH SAVINGS
(RHS) PROGRAM**

WHEREAS, the City of Kaukauna previously adopted the MissionSquare Retirement Health Savings (RHS) Plan under Resolution 2021-5248 to provide eligible retirees with tax-advantaged reimbursement of medical expenses; and

WHEREAS, regulatory limitations under the Affordable Care Act prohibit access to RHS funds by employees who return to active employment, even on a part-time basis, thereby significantly limiting plan flexibility and usefulness; and

WHEREAS, the administrative burden required to maintain the plan: including eligibility verification, documentation, and correspondence, is substantial and increasingly disproportionate to the number of participants utilizing the plan; and

WHEREAS, the financial benefit to the City of Kaukauna is minimal under even the most generous assumptions, and

WHEREAS, City staff have reviewed the legal, financial, and operational implications of the plan in consultation with MissionSquare representatives and the City's plan advisor and have determined that the plan no longer serves the strategic or fiscal interests of the City;

NOW, THEREFORE, BE IT RESOLVED that the City of Kaukauna does hereby sunset its MissionSquare RHS Plan and instructs staff to take all necessary administrative steps to terminate the plan in accordance with Mission Square's requirements.

Introduced and adopted by the Common Council of the City of Kaukauna, Wisconsin, on this 15th day of July 2025.

APPROVED:

Anthony J. Penterman, Mayor

ATTEST: _____

Kayla Nessman, Clerk