

## RESOLUTION 2024-04

### A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE CITY OF MADEIRA BEACH, FLORIDA, ADOPTING A SECTION 125 CAFETERIA PLAN; PROVIDING FOR CONFLICT; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

**WHEREAS**, a Section 125 Plan, also known as a Cafeteria Plan, is a cost-effective way for the City of Madeira Beach to sponsor its benefits package by offering tax advantages for both the City and its employees; and

**WHEREAS**, contributions to a Section 125 Plan are withheld on a pretax basis, thereby lowering taxable income, including both federal income tax for employees and FICA taxes for the City and employees; and

**WHEREAS**, the City currently offers medical, dental, vision, and other supplemental coverages under a Section 125 Plan which provides pretax benefits to employees and eligible dependents; and

**WHEREAS**, this Resolution authorizes the adoption of a Plan document that fully outlines the benefits offered, eligibility and enrollment, in addition to other information required by the IRS, in order to maintain full compliance with Section 125 of the Internal Revenue Code.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE CITY OF MADEIRA BEACH, PINELLAS COUNTY, FLORIDA, AS FOLLOWS:**

**Section 1.** That in order to maintain full compliance with Section 125 of the Internal Revenue Code, the Board of Commissioners of the City of Madeira Beach, Florida, does hereby adopt the City of Madeira Beach Section 125 Plan which is attached hereto as Exhibit A and incorporated herein by reference.

**Section 2.** That Resolutions or parts of Resolutions in conflict with any of the provisions of this Resolution are hereby repealed.

**Section 3.** If any section or portion of a section of this Resolution proves to be invalid, unlawful, or unconstitutional, it shall not be held to invalidate or impair the validity, force, or effect or any other section or part of this Resolution.

**Section 4.** That this resolution shall become effective immediately upon its passage and adoption.

**INTRODUCED AND ADOPTED BY THE BOARD OF COMMISSIONERS OF  
THE CITY OF MADEIRA BEACH, FLORIDA, THIS \_\_\_\_ DAY OF \_\_\_\_\_, 2024.**

\_\_\_\_\_  
**Ann-Marie Brooks, Mayor**

**ATTEST:**

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**Clara VanBlargan, MMC, MSM, City Clerk**