

Introduced: 3/28/2011  
Passed: 3/28/2011  
Effective: 3/28/2011

**RESOLUTION 11-1**

**OF THE COUNCIL OF THE CITY OF WESTMINSTER, MARYLAND**  
**ADOPTING A REVISED SUMMARY PLAN DESCRIPTION FOR THE CITY'S**  
**FLEXIBLE BENEFIT PLAN WITH RESPECT TO EMPLOYEE FLEXIBLE**  
**SPENDING ACCOUNTS**

**WHEREAS**, The Mayor and Common Council of Westminster is authorized to provide various benefits for its eligible employees and strives to upgrade said benefits consistent with the public interest; and

**WHEREAS**, by Resolution No. R99-5, on May 24, 1999, The Mayor and Common Council determined to provide a Flexible Benefit Plan, also called a Flexible Spending Account Plan ("Plan") to its eligible employees; and

**WHEREAS**, the Mayor and Common Council have from time to time, by Resolution, amended and/or restated the terms of the Plan; and

**WHEREAS**, the City desires to change its insurance benefit year to coincide with the City's fiscal year, which begins on July 1 of each year, and the City's current Plan administrator, United Health Care ("UHC"), is willing to permit the City to do so, beginning on July 1, 2011; and

**WHEREAS**, in order to accomplish the change in the beginning date of the insurance benefit year, the City must implement an interim plan year for the period between April 1, 2011 and June 30, 2011 (the "Short Plan Year"); and

**WHEREAS**, in order to implement the interim plan, The Mayor and Common Council deems it appropriate to amend the Financial Terms of the Plan for the duration of the Short Plan Year as set forth in Exhibit A hereto and to adopt the amended Summary Plan Description attached hereto as Exhibit B.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COMMON COUNCIL OF WESTMINSTER that the City of Westminster approves the amended Financial Terms for the Plan and adopts the amended Summary Plan Description attached hereto as Exhibit B and a copy of the Summary Plan Description will be maintained by the City's Human Resource's Department for inspection and review;

AND, BE IT FURTHER RESOLVED by The Mayor and Common Council of Westminster that the Mayor is authorized to execute and deliver, subject to the approval of the City Attorney, any and all documents necessary to implement the Short Plan Year.

AND, BE IT FURTHER RESOLVED by The Mayor and Common Council of Westminster that the effective date of the City's amended Summary Plan Description and the Financial Terms relating to the Plan shall be April 1, 2011, and that this Resolution shall take effect upon its passage and approval.

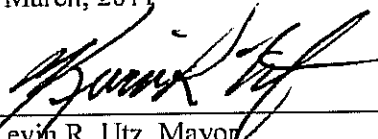
INTRODUCED this 28<sup>th</sup> day of March, 2011

  
Margaret L. Wolf, City Administrator

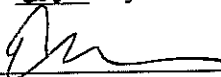
ADOPTED this 28<sup>th</sup> day of March, 2011

  
Margaret L. Wolf, City Administrator

APPROVED this 28<sup>th</sup> day of March, 2011

  
Kevin R. Utz, Mayor

APPROVED AS TO FORM AND SUFFICIENCY  
this 28<sup>th</sup> day of March, 2011.

  
Elissa D. Levan, City Attorney