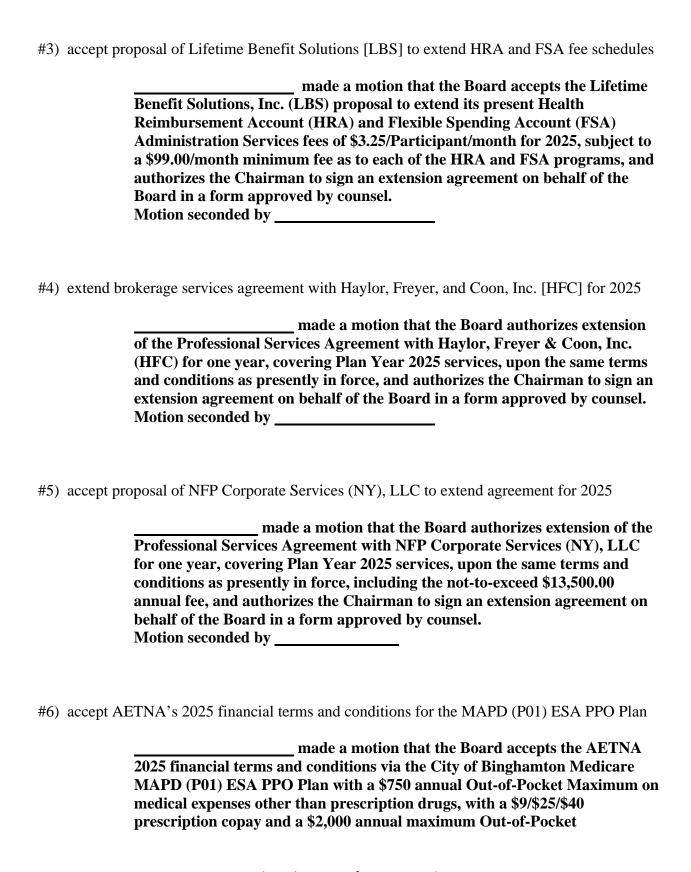
DRAFT - 2025 Health Benefits Program Motions to be made/adopted at 11/12/2024 JSB Meeting:

1) update Health Flexible Spending Account [FSA] salary/wage deferral contribution limits
made a motion that the Board amends the plan document of its voluntary Health Flexible Spending Account [FSA] program sponsored by the Board:
a) in calendar [plan] years after 2024, [i] to define the "maximum annual salary/wage deferral contribution of a participant employee" to be the maximum annual amount allowed by the United States Internal Revenue Service for the calendar [plan] year; and [ii] to define the "maximum unspent amount that a participant employee may carry forward into the following calendar [plan] year" to be the maximum annual amount allowed by the United States Internal Revenue Service for the calendar [plan] year; and
b) effective January 1, 2024, to [i] increase the maximum for the salary/wage deferral contribution of a participant employee to \$3,300.00 per calendar [plan] year; and [ii] increase the maximum unspent amount that a participant employee may carry forward into the following calendar [plan] year to \$660.00 following the end of 2024; and
c) to continue previously-adopted prior-year deferral limits without change.
Motion seconded by
2) update Health Savings Account [HSA] maximum reimbursement to coordinate with Excellus policies
made a motion that the Board sets the 2025 Plan Year maximum health reimbursement from a Health Reimbursement Account (HAS) to be \$7,700 per covered "Member", but not to exceed \$15,400 per multi-person "Subscriber Unit". Motion seconded by

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		Prescription Drug "Cap" as set forth in the Haylor, Freyer, and Coon, Inc. September 2024 Proposal, and authorizes the Chairman to sign the requisite contractual documentation for the same on behalf of the Board in a form approved by counsel. Motion seconded by
#7)	accept the	Excellus 2025 renewal proposal for SimplyBlue Plus Bronze 4 Health Insurance
		made a motion that the Board accepts the Excellus 2025 renewal proposal for SimplyBlue Plus Bronze 4 Health Insurance coverage, as presented on page three of HFC's September 2024 Confidential Proposal, and authorizes the Chairman to sign the agreement, quote sheet or other acceptance form provided by Excellus on behalf of the Board in a form approved by counsel. Motion seconded by
#8)	accept the	Excellus 2025 renewal proposal for Dental Blue Options Dental Insurance
		made a motion that the Board accepts the Excellus 2025 proposal for Dental Blue Options (Excellus Plan Code DBOV-1E-26/26) Dental Insurance coverage, as presented on page four of HFC's September 2024 Confidential Proposal, and authorizes the Chairman to sign the requisite documentation for the same on behalf of the Board in a form approved by counsel. Motion seconded by
#9)	accept the	Guardian 2025 extension proposal for Guardian Vision Insurance
		made a motion that the Board accepts Guardian's proposal for 2025 to extend Vision Insurance coverage, on the same financial terms as presently in force, as presented on page five of HFC's September 2024 Confidential Proposal, and authorizes the Chairman to sign the requisite documentation for the same on behalf of the Board in a form approved by counsel. Motion seconded by
		(continues on the next page)

#10) ratify the 2025 Health Benefits Program Notices/Notice Packets
made a motion that the Board ratifies the 2025 from pages for the Health Benefits Program Notice Packets in the form contained in the Board Folders, and authorizes distribution of the 2025 Joint Sewage Board Health Benefits Packets in the form presented, so as to open the 2025 enrollment period. Motion seconded by

(end of Health Benefits Program motions)