BOE Agenda Item Executive Summary
June 14, 2021

Topic: Flexible Spending Plan (Annual)

Background Information: As part of the 1994 negotiations process, it was agreed that a Flexible Spending Plan, including a separate account for non-reimbursed medical expenses and for dependent childcare, be established effective January 1, 1995, and be available for voluntary participation by benefited employees. This plan does not include a prepaid legal plan and it does not make available any kind of insurance (cancer, life, and health) for purchase by employees.

Employee payroll deductions are deposited into Fund 96. During negotiations, the district agreed to pay all administrative fees required to operate the plan. Fund 96 interest earnings, other monies remaining in the fund because of the "use it or lose it" rule and money transferred into Fund 96 from Fund 06 will be used to pay administration expenses.

Application Software, Inc., (ASI) was approved on July 24, 2000 as flex spending claims administrator for 2000-01 through 2004-05, subject to annual Board approval. On June 13, 2005, ASI's contract was extended subject to annual Board approval.

Year	**01/01/20 to 02/29/20 YTD**	**01/01/19 to 12/31/19**	**01/01/2018 to 12/31/2018**	**01/01/2017 to 12/31/2017**	**01/01/2016 to 12/31/2016**	**01/01/2015 to 12/31/2015**
No. of employees	2,537	2,502	2,351	2,313	2,125	2,103
Total Deferred Payroll	$1,163,897.80	$3,438,726.51	$3,351,946.00	$3,413,044.29	$3,453,643.69	$3,376,516.96
Soc. Sec. Savings – Employee	$89,038.18	$263,062.58	$256,423.84.00	$261,097.89	$264,203.74	$258,303.55
Administrative Expenses Paid	$22,818.00	96,288.00	$85,926.00	$66,171.00	$ 79,332.00	$ 85,150.00
Administration Fee per Month	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00
Monthly Admin fee for Employee Debit cards	Waived (1,207 employees using debit card)	Waived (1,207 employees using debit card)	Waived (1,164 employees using debit card)	Waived (1,067 employees using debit card)	$1.50 (963 employees using debit card)	$1.50 (875 employees using debit card)
Return on Investment-- Soc. Sec. Savings – District	$89,038.18	$263,062.58	$256,423.84	$261,097.89	$ 264,203.74	$ 258,303.55
SS amounts	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%