



AGENDA MEMORANDUM

DATE: October 28, 2025

TO: Forest Preserve District Finance & Administration Committee

FROM: Jennifer Clough, Director of Human Resources
Benjamin Haberthur, Executive Director

SUBJECT: Presentation and Approval of a Restatement of the District's Cafeteria 125 Plan Document

PURPOSE:

The purpose of this memorandum is to provide the Committee with information to consider the approval of the amendment and restatement of the District's Cafeteria 125 Plan Document (Plan), last amended and restated effective January 1, 2021.

BACKGROUND:

A Cafeteria 125 Plan is a legal document maintained by an employer, for employees, which provides participants an opportunity to receive certain benefits on a pre-tax basis. Employers who adopt a Cafeteria 125 Plan must meet specific requirements within section 125 of the Internal Revenue Code.

Since its 2021 review and revision, regulatory and legislative changes require an update. The District engaged its corporate counsel, Ancel Glink, to review the District's Plan. The attached Plan document includes their recommended revisions.

The following modifications and updates were made to the Plan:

- Certain COVID-19 relief provisions authorized by the federal government resulted in plan modifications in 2021. These were, by their own terms, time-limited. Accordingly, these have been removed.
- Updated the Claims Administrator of record.
- Additional updates to items such as maximum election amounts were made to bring it up to date since the last restatement.

FINANCIAL IMPACT:

There is no financial impact associated with this Plan amendment and restatement.

RECOMMENDATION:

Staff recommends the Committee approve the amendment and restatement of the District's Cafeteria 125 Plan as presented.

ATTACHMENTS:

Resolution Amending the Forest Preserve District of Kane County's Cafeteria 125 Plan Document
Amended Cafeteria 125 Plan Document