

MONDAY, DECEMBER 1, 2014 – 5:30 P.M.
AGENDA MEETING OF THE OXFORD BOARD OF COMMISSIONERS
OXFORD CITY HALL – COMMISSIONERS’ BOARD ROOM

The Board of Commissioners for the City of Oxford met at the above-mentioned time and place. All members of the Board and local news media were notified of the same as well as the purpose of the meeting.

Present were Mayor Jackie Sergent, Mayor Pro Tem Howard Herring, Commissioners James (Danny) Currin, Robert B. Williford, Sr., Calvin (CJ) Harris Jr., Frank Strickland, S. Quon Bridges, and Patricia T. Fields. Staff Present was City Attorney J. Thomas Burnette, City Manager Randy Hemann, and City Clerk Barbara Rote.

CALL TO ORDER

Mayor Sergent called the meeting to order.

FSA PLAN APPROVED

HR Director Justin Ayscue presented for consideration approving a FSA (flexible spending account) plan for all benefit eligible employees, and adopting the MedCost Health & Dependent Care Flexible Spending Account Administrative Services Proposal.

Adding a FSA as a complement to our existing offering of benefits will allow our employees’ earned income to go much further when spending on health or dependent care related expenses. By contributing pre-tax, employees lower their taxable income and increase their spendable income (take-home pay). The City benefits by saving FICA matched taxes for every dollar employees set aside in their FSA. MEDCOST would be the administrator for the plan. If the City changed health insurance providers, then MEDCOST would be reviewed as the administrator along with other companies.

The maximum contributions employees may make in 2015 are as follows:

- Health Care FSA - \$2,500/annual
- Dependent Care FSA - \$5,000/annual
- The amount you choose to put into an FSA is divided by the number of pay periods you will have during the calendar year (January through December). This amount is deducted from your pay throughout the year before taxes are calculated. Depending on your tax bracket, you can expect savings between 22 and 38 percent on your elected amount, roughly about \$30 for every \$100 you elect to defer.

Employees who want to participate will be given the opportunity to enroll between now and Christmas for an effective date of January 1.

Medical FSAs help you pay for eligible healthcare expenses not covered or only partially covered by your insurance plans. Funds in the account are available on the first day of the plan year.

Dependent Care FSAs help you pay dependent care expenses for eligible childcare through age 12; disabled or elder daycare expenses, regardless of age, for a spouse or other dependent who is physically or mentally disabled. Funds in the account are available for reimbursement after receipts are submitted.

The MEDCOST Flexible Spending Account Administrative Services Proposal will be on file in the HR Office.

COMMISSIONER CURRIN MADE A MOTION TO APPROVE A FSA PLAN FOR ALL BENEFIT ELIGIBLE EMPLOYEES, AND ADOPT THE MEDCOST HEALTH & DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT ADMINISTRATIVE SERVICES PROPOSAL AS PRESENTED. ALL VOTES WERE IN THE AFFIRMATIVE. THE MOTION CARRIED.

AGENDA SET FOR DECEMBER 9, 2014 REGULAR SESSION

The Board set the agenda for the December 9, 2014 Regular Session, adding an item to reinstate the Captain's position at the Police Department.

Commissioner Strickland suggested reviewing the Take Home Car Policy for the Police Department due to inconsistencies in Board adopted policy and policy written within the PD in 2008. After some discussion, it was decided that the City Manager would meet with the Police Chief and discuss a policy to bring to the Board for adoption.

ADJOURNMENT

THERE BEING NO FURTHER DISCUSSION, AT APPROXIMATELY 6:45 P.M., COMMISSIONER CURRIN MADE A MOTION TO ADJOURN THE MEETING. ALL VOTES WERE IN THE AFFIRMATIVE. **THE MOTION CARRIED.**

Barbara J. Rote, City Clerk

ATTEST:

Jacqueline vdH Sergent, Mayor