

MEMORANDUM

TO: Personnel, Legislative and Public Affairs Subcommittee

SUBJECT: Amendment to NARD Flex Spending Plan

DATE: December 1, 2010

FROM: Pat Teer, Administrative Coordinator

At the November 8, 2010 the NARD Board of Directors approved Amendment No. 1 to the NARD Flexible Spending Plan. The amendment puts the plan in compliance with federal law and provides for the following:

1. The first is that an over the counter item that is considered a drug or medicine will require a prescription written by a doctor in order to be reimbursed from the flexible spending account.
2. The second change is a change in dependent's age. A dependent will include any child of a Participant who as of the end of the taxable year has not attained age 27.

Attached is the Participation Agreement that the NARD office has asked each NRD participating in the Flex Savings Plan to approve.

- **Management recommends that the Board approve Amendment #1 to the NARD Flexible Benefits Plan.**

**NEBRASKA ASSOCIATION OF RESOURCES DISTRICTS
FLEXIBLE BENEFITS PLAN**

**PARTICIPATION AGREEMENT
(Approval of Amendment #1)**

On November 8, 2010, the Nebraska Association of Resource Districts (the "Sponsoring Employer") adopted an Amendment #1 (the "Amendment") to the Nebraska Association of Resource Districts Flexible Benefits Plan (the "Plan), originally adopted on September 26, 2010.

The Papio-Missouri River Natural Resources District (the "Participating Employer"), as a member of the Nebraska Association of Resource Districts and a participating employer in the Plan, hereby agrees to and adopts the Amendment.

IN WITNESS OF THE FOREGOING, the parties have signed this Participation Agreement evidencing their consent to the adoption of the Amendment to the Plan and their agreement that the Plan will be administered in accordance with the terms of the Amendment.

Dated this 9th day of December, 2010.

Papio-Missouri River
Natural Resources District
Participating Employer

NEBRASKA ASSOCIATION OF
RESOURCE DISTRICTS,
Sponsoring Employer

By: _____

Title: District Secretary

By: _____
Dean E. Edson, Exec. Director