

**CITY OF HERMOSA BEACH**  
**RESOLUTION NO. 25-**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA APPROVING THE CITY OF HERMOSA BEACH CAFETERIA PLAN**

**WHEREAS**, Section 125 of the Internal Revenue Service Code ("Code") and the regulations thereunder permit an eligible employer to implement a Section 125 Plan for the benefit of its eligible employees; and

**WHEREAS**, a Section 125 plan allows for payroll deductions for health care plans, other medical out-of-pocket expenses and dependent care to be paid on a pre-tax basis via payroll deduction; and

**WHEREAS**, the City of Hermosa Beach, in accordance IRS regulations, wishes to establish a Section 125 plan to provide its eligible employees with the opportunity to choose among qualified benefits available to them under the Section 125 plan, make payments on a pre-tax basis, and allocate employer contributions among Section 125 choices; and

**WHEREAS**, the City of Hermosa Beach Cafeteria Plan document is the governing document which establishes the terms and conditions for the operation and administration of the Section 125 rules.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:**

1. **PLAN DOCUMENT.** The staff for the City of Hermosa Beach independently considered the City of Hermosa Beach Cafeteria Plan document and finds that the plan document adequately outlines the terms and conditions of the Section 125.
2. **ADOPTION OF CAFETERIA PLAN.** **The City of Hermosa Beach Cafeteria Plan, as customized for the benefit of the City's employees pursuant to the enclosed adoption agreement, is hereby adopted effective January 1, 2023.**
- 3.

4. **GENERAL AUTHORIZATION** The officers of the City of Hermosa Beach, and each of them individually, are hereby authorized and directed, for and in the name of and on behalf of the City of Hermosa Beach, to do any and all things and take any and all actions that may be necessary or advisable, in their discretion, in order to effect the purposes of this resolution, with retroaction to date of incorporation.
5. **Effective Date** This resolution shall take effect immediately upon its passage.

**PASSED, APPROVED** and **ADOPTED** on this 26<sup>TH</sup> day of August, 2025.

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Robert Saemann

**PRESIDENT** of the City Council and **MAYOR** of the City of Hermosa Beach, CA

**ATTEST:**

**APPROVED AS TO FORM:**

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Myra Maravilla  
City Clerk

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Todd Leishman  
Interim City Attorney