

State of Alabama
Flexible Employees' Benefits Board
Summary of Meeting
June 17, 2020

The board reviewed and approved the following changes to the Flexible Employees' Benefits Plan Document:

1. Moved the Filing Period definition from the HCRA and DCRA sections to Article I which is the general definitions section and added language to clarify that the filing period may be extended as authorized by the IRS or other regulatory agencies.
2. Added language to Section 3.4 to incorporate election changes provided for under Section 125 of the IRS code.
3. Section 3.5 – Under the termination of employment section for DCRA, revised the language to limit the employee's reimbursement to the amount contributed as of the date of termination.
4. Section 5.5 - Added DCRA specific status changes that allow a member to update their DCRA election.
 - a. Also added reference in Section 3.4 to new Section 5.5.
5. Revised Section 5.18 to be consistent with new DCRA on Demand Benefit.