

RESOLUTION NO. R-25-76

A RESOLUTION AMENDING THE CITY OF GLADSTONE RETIREE HEALTH SAVINGS (RHS) PLAN TO EXPAND THE DEFINITION OF ELIGIBLE EXPENSES TO INCLUDE ALL MEDICAL EXPENSES ALLOWABLE UNDER INTERNAL REVENUE CODE (IRC) SECTION 213, EXCEPT DIRECT LONG-TERM CARE EXPENSES.

WHEREAS, the City of Gladstone ("City") sponsors a Retiree Health Savings (RHS) Plan to assist eligible employees with qualifying medical expenses upon separation from employment; and

WHEREAS, the City desires to ensure that its RHS Plan conforms to current federal regulations and provides maximum flexibility to plan participants in accordance with Internal Revenue Code (IRC) Section 213; and

WHEREAS, the current RHS Plan limits reimbursement to a narrower set of medical expenses and does not expressly include all medical expenses allowed under IRC Section 213; and


WHEREAS, the City wishes to amend the RHS Plan to expand allowable reimbursable medical expenses to include all expenses defined as medical care under IRC Section 213, excluding direct long-term care expenses.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:

THAT, City of Gladstone Retiree Health Savings (RHS) Plan is hereby amended to expand eligible reimbursable medical expenses to include all medical expenses allowed under Internal Revenue Code Section 213, except direct long-term care expenses, which shall remain ineligible.


THAT, the Human Resources Administrator is authorized to execute all documents, certifications, and amendments necessary to implement this revision to the RHS Plan.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF DECEMBER 2025.



Mayor Les Smith

ATTEST:



Kris Keller, City Clerk



Request for Council Action

RES ☒ # R-25-76

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 12/1/2025

Department: General Administration

Meeting Date Requested: 12/8/2025

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: The City of Gladstone sponsors a Retiree Health Savings (RHS) Plan designed to assist eligible employees in covering qualified medical expenses after retirement. The current RHS Plan provides reimbursement for medical premiums; however, it does not cover all medical expenses allowable under Internal Revenue Code (IRC) Section 213.

Background: The requested amendment updates the RHS Plan to align its definition of reimbursable medical expenses with those recognized under IRC Section 213, while excluding direct long-term care expenses, which remain ineligible.

Budget Discussion: N/A

Public/Board/Staff Input: Staff recommend amending Resolution R-06-54 to include all medical expenses allowable under IRC Section 213.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk.

Amanda Wheeler
Department Director/Administrator

CW
City Attorney

BB
City Manager