

**LETTER OF UNDERSTANDING
BETWEEN
COUNTY OF SACRAMENTO
AND
STATIONARY ENGINEERS, LOCAL 39
OPERATIONS AND MAINTENANCE UNIT (006)**

Section 10.7 Flexible Spending Accounts

This letter of understanding will confirm the parties understanding that beginning calendar year 2024 the parties will apply Section 10.7 to allow for Flexible Spending Account medical expense contributions that reflect the maximum IRS allowance in the prior calendar year. In the current Agreement, the parties agree to amend Section 10.7 as follows:

10.7 Flexible Spending Accounts

Employees in the unit shall have access to the County's flexible spending account program, which provides employees with the options of dependent care assistance benefits with a calendar year contribution maximum of \$5,000, and ~~medical expense reimbursement benefits with a calendar year maximum of \$2,400~~ contribution for medical expenses up to the IRS maximum allowance in the prior calendar year. The County shall maintain this plan in compliance with IRC §125. Employee ~~premiums~~ contributions for flexible spending account benefits shall be deducted on a pre-tax basis from employee pay.

Dec. 27, 2023

Date

For Stationary Engineers, Local 39:

For Sacramento County:



Bart Florence, Business Manager



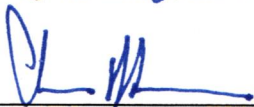
Matt Connolly, Chief Labor Negotiator



Jeff Gladieux, President



Brandy Johnson, Director Public Employees



Chris Kalmar, Business Representative