

**LETTER OF UNDERSTANDING
BETWEEN
COUNTY OF SACRAMENTO
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021
IN THE
WELFARE SUPERVISORY UNIT**

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 successor Agreement, the parties agree to amend Section 10.7 as follows:

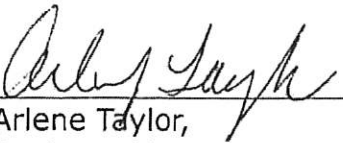
10.7. Flexible Spending Accounts

Employees 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 contribution for medical expenses up to the IRS maximum allowance in the prior calendar year. ~~medical expense reimbursement benefits with a calendar year maximum of \$2,500.~~ The County maintains this plan in compliance with IRC §125. Employee contributions for flexible spending account benefits shall be deducted on a pre-tax basis from employee pay.

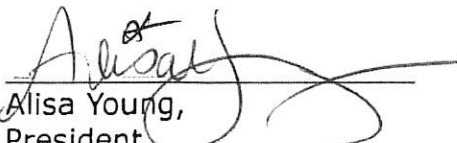
Date 12/18/2023

For SEIU:

For County:


Arlene Taylor,
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