CITY OF EUGENE

EMPLOYEE BENEFITS PLAN

Amendment No. 2020-03

Flexible Spending Account Program Revisions

The City of Eugene Employee Benefits Plan and its component City Health Plan, City Hybrid Plan and City Managed Care Plan (the "Plans") and the FSA Flexible Spending Account and TRA Transportation Reimbursement Account Program, respectively, are each amended in the manner prescribed below.

Effective for the calendar year beginning on January 1, 2021, the maximum amount which an employee may contribute for any year to the FSA Health Care is $2,750, to the TRA Parking is $3,240, and to TRA Mass Transit is $2,640. Hereafter, these limits will be adjusted annually to align with increases in the cost-of-living under Section 125(i)(2) of the Internal Revenue Code, and the IRS allowed Mass Transit Account limits will be reduced by the value of City-provided bus passes as posted on the Lane Transit District website.

This Amendment 2020-03 and its provisions are approved and accepted.

CITY OF EUGENE

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By: Mia Cariaga (Nov 25, 2020 13:10 PST)

Mia Cariaga, Central Services Executive Director

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Dated: 11/25/2020