

**AMENDMENT TO THE CITY OF LA CROSSE
SECTION 125 PLAN**

This Amendment to the **Section 125 Plan** (the "Plan") is adopted by the City of La Crosse (the "Employer"), effective as of the dates set forth herein.

NOW, THEREFORE, effective September 11, 2020, the Plan is amended for the 2020 plan year as follows:

- a) Allow a one-time mid-year election change for employees who have Flexible Spending Accounts (FSAs).
- b) Allow a one-time mid-year election change for employees who have Dependent Care Accounts (DCAs).
- c) Such change shall not permit a decrease in election below the amount already disbursed.
- d) Employees interested in making an election change shall submit the applicable change form to Human Resources between the dates of September 15 and October 31, 2020. The change would be effective the first pay check administratively possible following receipt of the change form from the employee.