

RESOLUTION NO. 2026-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA ADOPTING THE AMENDED AND RESTATED CITY OF TEMECULA SECTION 125 CAFETERIA PLAN AND THE AMENDED AND RESTATED SECTION 125 CAFETERIA PLAN ADOPTION AGREEMENT

THE CITY COUNCIL OF THE CITY OF TEMECULA DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. The City Council adopted the City of Temecula Flexible Benefits Plan Document on September 18, 1990, to provide a Section 125 Cafeteria plan, including any applicable Healthcare Flexible Spending Account Plan, Dependent Care Assistance Program, and group health, dental and vision insurance to eligible employees.

Section 2. The attached amended and restated Adoption Agreement and Plan Document have been revised as follows:

- A. To increase the limit for the Dependent Care Assistance Account to \$7,500 (\$3,750 in the case of a separate return by a married individual) permitted under Code §129(b) in accordance with the IRS change for 2026;
- B. To update the dollar limit referenced for the Healthcare Flexible Spending Account salary reduction provisions permitted under Code §125(i);
- C. To remove Article XVI, as the Consolidated Appropriations Act of 2021 and its terms have ended; and
- D. To update references to the Memorandum of Understanding (MOU) to reflect the Teamster's name change to Teamsters Local 986.

Section 3. Approval of the Plan Document Amendment will provide the framework for staff to take such actions that are deemed necessary and proper in order to implement the Plan, and to setup adequate accounting and administrative procedures to provide employee benefits under the Plan.

Section 4. The City Council hereby adopts the Amended and Restated Section 125 Cafeteria Plan and the Amended and Restated Section 125 Cafeteria Plan Adoption Agreement as attached hereto. The Mayor is authorized to execute the Amended and Restated Section 125 Cafeteria Plan Adoption Agreement on behalf of the City.

Section 5. The City Clerk shall certify to the adoption of this Resolution.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Temecula
this 10th day of February, 2026.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, do hereby certify that the foregoing Resolution No. 2026- was duly and regularly adopted by the City Council of the City of Temecula at a meeting thereof held on the 10th day of February, 2026, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

Randi Johl, City Clerk