

*State of California*

**M E M O R A N D U M**

**TO:** PERSONNEL MANAGEMENT LIAISONS      **DATE:** August 26, 2003  
**REFERENCE CODE:** 2003-029

**THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:**

Personnel Officers  
Employee Relations Officers  
Work and Family Representatives

**FROM:** Department of Personnel Administration  
Policy and Operations Division

**SUBJECT:** Work and Family - Dependent Care Benefit

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This memorandum provides an update on the Dependent Care Benefit. Agreements have been reached with the exclusive representatives for CSEA Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 employees. Under this program, permanent employees with an annual salary cap of \$48,000 are eligible for up to a \$1,000 employer contribution to a FlexElect Dependent Care Reimbursement Account. Applications must be postmarked no later than September 12, 2003.

Please ensure employees are advised of the program information as outlined in Personnel Management Liaison (PML) memos 2003-019 dated June 13, 2003, and 2003-025 dated July 31, 2003. Information and an application form are available on the Work and Family Web site at [www.dpa.ca.gov/workingfamilies](http://www.dpa.ca.gov/workingfamilies).

Bob Painter, Chief  
Policy and Operations Division