

September 14, 2020

Richard Morales, Business Representative  
Auto, Marine & Specialty Painters, Local 1176  
2020 Williams Street, Suite A1  
San Leandro, California 94577

**Re: Letter of Understanding – City of Sacramento 457(b) Plan Administrative Fee**

Dear Mr. Morales:

This letter confirms the agreement reached between the City of Sacramento (City) and the Auto, Marine & Specialty Painters, Local 1176 (Local 1176) regarding a new administrative fee for the City of Sacramento's 457(b) plan (the Plan).

The City will establish the administrative fee as soon as administratively feasible, following the adoption of an updated Personnel Resolution Covering Unrepresented Officers and Employees by the City Council and the execution of letters of understanding from each recognized employee organization with terms similar to this agreement. The administrative fee will require each Local 1176 member who participates in the Plan to contribute one dollar and fifty cents (\$1.50) per month from their plan balance to the Plan's administrative allowance account. Funds accumulated by the administrative fee will be utilized as prescribed in the Defined Contribution Plans Committee's Fee and Expense Policy.

Sincerely,



Aaron A Donato (Sep 14, 2020 16:23 PDT)

Aaron Donato  
Labor Relations Manager

**FOR THE CITY:**

  
Howard Chan (Sep 22, 2020 11:10 PDT)

Howard Chan  
City Manager



Shelley Banks-Robinson  
Director of Human Resources

**FOR THE UNION:**

  
Richard Morales (Sep 17, 2020 16:37 PDT)

Richard Morales  
Business Representative

Approved as to form:

Brett M. Witter  
Brett M. Witter (Sep 18, 2020 08:55 PDT)

Brett M. Witter  
Supervising Deputy City Attorney