

April 5, 2018

H.D. Skip Hatch  
Business Representative  
International Association of  
Machinists and Aerospace Workers  
967 Venture Court  
Sacramento, CA 95825

**Re: Letter of Understanding Regarding Life Insurance**

Dear Mr. Hatch:

This is to confirm the agreement reached between the City of Sacramento and the International Association of Machinists and Aerospace Workers (IAMAW), regarding the existing Memorandum of Understanding between the parties covering employees in the Automotive Equipment/Mechanics Unit regarding an increase in life insurance benefits.

Specifically, Article 9.6, Life Insurance, is modified as follows:

**LIFE INSURANCE**

The City provides basic life insurance in an amount of \$10,000 to each eligible career employee at no charge if the employee is paid one (1) or more hours of salary per payday on the same basis as in subsection 9.1(b). The use of the City contribution for the purchase of additional life insurance shall not exceed a total of \$40,000 City-sponsored term life insurance.

If this is your understanding of the agreement reached, please sign as indicated below and return one original to me. I have enclosed an additional original for your files.

Sincerely,



Dawud Brewer  
Labor Relations Officer

AGREED TO:



Howard Chan  
City Manager

AGREED TO:



Shelley Banks-Robinson  
Director Human Resources

AGREED TO:



H.D. Skip Hatch  
Business Representative  
IAMAW

APPROVED AS TO FORM:



Brett M. Witter  
Supervising Deputy City Attorney