

**City of Sacramento
 Defined Contribution Plans Committee Meeting April 3, 2019
 Supplemental Information for Item #6**

Age Range	401a Balance	457 Balance	Total
18-25	\$ 38,903	\$ 505,785	\$ 544,688
26-35	\$ 3,273,361	\$ 8,741,469	\$ 12,014,830
36-45	\$ 14,757,906	\$ 66,193,296	\$ 80,951,201
46-55	\$ 34,659,434	\$ 138,451,361	\$ 173,110,794
56-65	\$ 37,607,850	\$ 116,382,883	\$ 153,990,733
66-99	\$ 11,712,206	\$ 60,531,299	\$ 72,243,505

1. Total number of 457 participants in each age group – see page 10 of the 457 report.
2. Number of 457 participants who are not contributing and separated from employment = 268
3. 73 participants have 457 account balances above \$500,000 and the average age is 57.

Top 10 457 Account Balances

Age	Balance
62	\$1,398,596
55	\$1,073,087
74	\$1,065,682
68	\$976,038
63	\$927,410
54	\$875,897
59	\$858,433
58	\$853,396
58	\$814,004
57	\$813,457

401a and 457 participants

WCE/L39 Sup/Conf:

- 627 participants total
- 480 also have a 457
- Average 457 account balance is \$80,042.01

Management:

- 1076 participants total
- 765 also have a 457
- Average 457 account balance is \$127,801.24

City Council:

- 13 participants total
- 6 also have a 457
- Average 457 account balance is \$152,825.70

**Defined Contribution Plans Committee
Meeting of April 3, 2019
Comparison of Fee Increase Options**

457 ONLY		Current Annual Admin Fee	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Difference Between Options
Amount invested	3 basis points on holdings	4.5 basis points on holdings	+1.5 basis pts	\$16.67 flat fee for 4,500 participants	+\$16.67 flat fee	Cost of 1.5 basis pts more than \$16.67 fee	
Fee	0.00030	0.00045	0.00015	\$ 16.67	\$ 16.67		
Individual Participants	\$ 1,000	\$ 0.30	\$ 0.45	\$ 0.15	\$ 16.67	\$ 16.67	\$ (16.52)
	\$ 5,000	\$ 1.50	\$ 2.25	\$ 0.75	\$ 16.67	\$ 16.67	\$ (15.92)
	\$ 20,000	\$ 6.00	\$ 9.00	\$ 3.00	\$ 16.67	\$ 16.67	\$ (13.67)
	\$ 50,000	\$ 15.00	\$ 22.50	\$ 7.50	\$ 16.67	\$ 16.67	\$ (9.17)
	\$ 75,000	\$ 22.50	\$ 33.75	\$ 11.25	\$ 16.67	\$ 16.67	\$ (5.42)
	\$ 100,000	\$ 30.00	\$ 45.00	\$ 15.00	\$ 16.67	\$ 16.67	\$ (1.67)
	\$ 111,133	\$ 33.34	\$ 50.01	\$ 16.67	\$ 16.67	\$ 16.67	\$ (0.00)
	\$ 150,000	\$ 45.00	\$ 67.50	\$ 22.50	\$ 16.67	\$ 16.67	\$ 5.83
	\$ 250,000	\$ 75.00	\$ 112.50	\$ 37.50	\$ 16.67	\$ 16.67	\$ 20.83
	\$ 500,000	\$ 150.00	\$ 225.00	\$ 75.00	\$ 16.67	\$ 16.67	\$ 58.33
\$ 1,000,000	\$ 300.00	\$ 450.00	\$ 150.00	\$ 16.67	\$ 16.67	\$ 133.33	
Entire Plan	\$ 350,000.00	\$ 105,000.00	\$ 157,500.00	\$ 52,500.00	\$ 75,015.00	\$ 75,015.00	\$ (22,515.00)
	\$ 400,000.00	\$ 120,000.00	\$ 180,000.00	\$ 60,000.00	\$ 75,015.00	\$ 75,015.00	\$ (15,015.00)

Basis points option costs less

Flat fee option costs less

401s ONLY		Current Annual Admin Fee	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Difference Between Options
Amount invested	3 basis points on holdings	4.5 basis points on holdings	+1.5 basis pts	\$16.67 flat fee for 1,750 participants	+\$16.67 flat fee	Cost of 1.5 basis pts more than \$16.67 fee	
Fee	0.00030	0.00045	0.00015	\$ 16.67	\$ 16.67		
Individual Participants	\$ 1,000	\$ 0.30	\$ 0.45	\$ 0.15	\$ 16.67	\$ 16.67	\$ (16.52)
	\$ 5,000	\$ 1.50	\$ 2.25	\$ 0.75	\$ 16.67	\$ 16.67	\$ (15.92)
	\$ 20,000	\$ 6.00	\$ 9.00	\$ 3.00	\$ 16.67	\$ 16.67	\$ (13.67)
	\$ 50,000	\$ 15.00	\$ 22.50	\$ 7.50	\$ 16.67	\$ 16.67	\$ (9.17)
	\$ 75,000	\$ 22.50	\$ 33.75	\$ 11.25	\$ 16.67	\$ 16.67	\$ (5.42)
	\$ 100,000	\$ 30.00	\$ 45.00	\$ 15.00	\$ 16.67	\$ 16.67	\$ (1.67)
	\$ 111,133	\$ 33.34	\$ 50.01	\$ 16.67	\$ 16.67	\$ 16.67	\$ (0.00)
	\$ 150,000	\$ 45.00	\$ 67.50	\$ 22.50	\$ 16.67	\$ 16.67	\$ 5.83
	\$ 250,000	\$ 75.00	\$ 112.50	\$ 37.50	\$ 16.67	\$ 16.67	\$ 20.83
	\$ 500,000	\$ 150.00	\$ 225.00	\$ 75.00	\$ 16.67	\$ 16.67	\$ 58.33
\$ 1,000,000	\$ 300.00	\$ 450.00	\$ 150.00	\$ 16.67	\$ 16.67	\$ 133.33	
Entire Plan	\$ 90,000.00	\$ 27,000.00	\$ 40,500.00	\$ 13,500.00	\$ 29,172.50	\$ 29,172.50	\$ (15,672.50)
	\$ 105,000.00	\$ 31,500.00	\$ 47,250.00	\$ 15,750.00	\$ 29,172.50	\$ 29,172.50	\$ (13,422.50)

Basis points option costs less

Flat fee option costs less

ALL PLANS		Current Annual Admin Fee	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Difference Between Options
Amount invested	3 basis points on holdings	4.5 basis points on holdings	+1.5 basis pts	\$16.67 flat fee for 4,500 participants	+\$16.67 flat fee	Cost of 1.5 basis pts more than \$16.67 fee	
Fee	0.00030	0.00045	0.00015	\$ 16.67	\$ 16.67		
Individual Participants	\$ 1,000	\$ 0.30	\$ 0.45	\$ 0.15	\$ 16.67	\$ 16.67	\$ (16.52)
	\$ 5,000	\$ 1.50	\$ 2.25	\$ 0.75	\$ 16.67	\$ 16.67	\$ (15.92)
	\$ 20,000	\$ 6.00	\$ 9.00	\$ 3.00	\$ 16.67	\$ 16.67	\$ (13.67)
	\$ 50,000	\$ 15.00	\$ 22.50	\$ 7.50	\$ 16.67	\$ 16.67	\$ (9.17)
	\$ 75,000	\$ 22.50	\$ 33.75	\$ 11.25	\$ 16.67	\$ 16.67	\$ (5.42)
	\$ 100,000	\$ 30.00	\$ 45.00	\$ 15.00	\$ 16.67	\$ 16.67	\$ (1.67)
	\$ 111,133	\$ 33.34	\$ 50.01	\$ 16.67	\$ 16.67	\$ 16.67	\$ (0.00)
	\$ 150,000	\$ 45.00	\$ 67.50	\$ 22.50	\$ 16.67	\$ 16.67	\$ 5.83
	\$ 250,000	\$ 75.00	\$ 112.50	\$ 37.50	\$ 16.67	\$ 16.67	\$ 20.83
	\$ 500,000	\$ 150.00	\$ 225.00	\$ 75.00	\$ 16.67	\$ 16.67	\$ 58.33
\$ 1,000,000	\$ 300.00	\$ 450.00	\$ 150.00	\$ 16.67	\$ 16.67	\$ 133.33	
Entire Plan	\$ 440,000.00	\$ 132,000.00	\$ 198,000.00	\$ 66,000.00	\$ 75,015.00	\$ 75,015.00	\$ (9,015.00)
	\$ 505,000.00	\$ 151,500.00	\$ 227,250.00	\$ 75,750.00	\$ 75,015.00	\$ 75,015.00	\$ 735.00

Basis points option costs less

Flat fee option costs less

**Defined Contribution Plans Committee
Meeting of April 3, 2019
Comparison of Fee Increase Options**

	457 ONLY	Current Annual Admin Fee	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Difference Between Options
	Amount invested	3 basis points on holdings	4.5 basis points on holdings	+1.5 basis pts	\$18.00 flat fee for 4,500 participants	+\$18.00 flat fee	Cost of 1.5 basis pts more than \$18.00 fee
	Fee	0.00030	0.00045	0.00015	\$ 18.00	\$ 18.00	
Individual Participants	\$ 1,000	\$ 0.30	\$ 0.45	\$ 0.15	\$ 18.00	\$ 18.00	\$ (17.85)
	\$ 5,000	\$ 1.50	\$ 2.25	\$ 0.75	\$ 18.00	\$ 18.00	\$ (17.25)
	\$ 20,000	\$ 6.00	\$ 9.00	\$ 3.00	\$ 18.00	\$ 18.00	\$ (15.00)
	\$ 50,000	\$ 15.00	\$ 22.50	\$ 7.50	\$ 18.00	\$ 18.00	\$ (10.50)
	\$ 75,000	\$ 22.50	\$ 33.75	\$ 11.25	\$ 18.00	\$ 18.00	\$ (6.75)
	\$ 100,000	\$ 30.00	\$ 45.00	\$ 15.00	\$ 18.00	\$ 18.00	\$ (3.00)
	\$ 120,000	\$ 36.00	\$ 54.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 0.00
	\$ 150,000	\$ 45.00	\$ 67.50	\$ 22.50	\$ 18.00	\$ 18.00	\$ 4.50
	\$ 250,000	\$ 75.00	\$ 112.50	\$ 37.50	\$ 18.00	\$ 18.00	\$ 19.50
	\$ 500,000	\$ 150.00	\$ 225.00	\$ 75.00	\$ 18.00	\$ 18.00	\$ 57.00
\$ 1,000,000	\$ 300.00	\$ 450.00	\$ 150.00	\$ 18.00	\$ 18.00	\$ 132.00	
Entire Plan	\$ 350,000.00	\$ 105,000.00	\$ 157,500.00	\$ 52,500.00	\$ 81,000.00	\$ 81,000.00	\$ (28,500.00)
	\$ 400,000.00	\$ 120,000.00	\$ 180,000.00	\$ 60,000.00	\$ 81,000.00	\$ 81,000.00	\$ (21,000.00)

Basis points option costs less

Flat fee option costs less

	401s ONLY	Current Annual Admin Fee	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Difference Between Options
	Amount invested	3 basis points on holdings	4.5 basis points on holdings	+1.5 basis pts	\$18.00 flat fee for 1,750 participants	+\$18.00 flat fee	Cost of 1.5 basis pts more than \$18.00 fee
	Fee	0.00030	0.00045	0.00015	\$ 18.00	\$ 18.00	
Individual Participants	\$ 1,000	\$ 0.30	\$ 0.45	\$ 0.15	\$ 18.00	\$ 18.00	\$ (17.85)
	\$ 5,000	\$ 1.50	\$ 2.25	\$ 0.75	\$ 18.00	\$ 18.00	\$ (17.25)
	\$ 20,000	\$ 6.00	\$ 9.00	\$ 3.00	\$ 18.00	\$ 18.00	\$ (15.00)
	\$ 50,000	\$ 15.00	\$ 22.50	\$ 7.50	\$ 18.00	\$ 18.00	\$ (10.50)
	\$ 75,000	\$ 22.50	\$ 33.75	\$ 11.25	\$ 18.00	\$ 18.00	\$ (6.75)
	\$ 100,000	\$ 30.00	\$ 45.00	\$ 15.00	\$ 18.00	\$ 18.00	\$ (3.00)
	\$ 120,000	\$ 36.00	\$ 54.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 0.00
	\$ 150,000	\$ 45.00	\$ 67.50	\$ 22.50	\$ 18.00	\$ 18.00	\$ 4.50
	\$ 250,000	\$ 75.00	\$ 112.50	\$ 37.50	\$ 18.00	\$ 18.00	\$ 19.50
	\$ 500,000	\$ 150.00	\$ 225.00	\$ 75.00	\$ 18.00	\$ 18.00	\$ 57.00
\$ 1,000,000	\$ 300.00	\$ 450.00	\$ 150.00	\$ 18.00	\$ 18.00	\$ 132.00	
Entire Plan	\$ 90,000.00	\$ 27,000.00	\$ 40,500.00	\$ 13,500.00	\$ 31,500.00	\$ 31,500.00	\$ (18,000.00)
	\$ 105,000.00	\$ 31,500.00	\$ 47,250.00	\$ 15,750.00	\$ 31,500.00	\$ 31,500.00	\$ (15,750.00)

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	ALL PLANS	Current Annual Admin Fee	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Proposed Annual Admin Fee	Proposed Annual Fee Increase	Difference Between Options
	Amount invested	3 basis points on holdings	4.5 basis points on holdings	+1.5 basis pts	\$18.00 flat fee for 4,500 participants	+\$18.00 flat fee	Cost of 1.5 basis pts more than \$18.00
	Fee	0.00030	0.00045	0.00015	\$ 18.00	\$ 18.00	
Individual Participants	\$ 1,000	\$ 0.30	\$ 0.45	\$ 0.15	\$ 18.00	\$ 18.00	\$ (17.85)
	\$ 5,000	\$ 1.50	\$ 2.25	\$ 0.75	\$ 18.00	\$ 18.00	\$ (17.25)
	\$ 20,000	\$ 6.00	\$ 9.00	\$ 3.00	\$ 18.00	\$ 18.00	\$ (15.00)
	\$ 50,000	\$ 15.00	\$ 22.50	\$ 7.50	\$ 18.00	\$ 18.00	\$ (10.50)
	\$ 75,000	\$ 22.50	\$ 33.75	\$ 11.25	\$ 18.00	\$ 18.00	\$ (6.75)
	\$ 100,000	\$ 30.00	\$ 45.00	\$ 15.00	\$ 18.00	\$ 18.00	\$ (3.00)
	\$ 120,000	\$ 36.00	\$ 54.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 0.00
	\$ 150,000	\$ 45.00	\$ 67.50	\$ 22.50	\$ 18.00	\$ 18.00	\$ 4.50
	\$ 250,000	\$ 75.00	\$ 112.50	\$ 37.50	\$ 18.00	\$ 18.00	\$ 19.50
	\$ 500,000	\$ 150.00	\$ 225.00	\$ 75.00	\$ 18.00	\$ 18.00	\$ 57.00
\$ 1,000,000	\$ 300.00	\$ 450.00	\$ 150.00	\$ 18.00	\$ 18.00	\$ 132.00	
Entire Plan	\$ 440,000.00	\$ 132,000.00	\$ 198,000.00	\$ 66,000.00	\$ 81,000.00	\$ 81,000.00	\$ (15,000.00)
	\$ 505,000.00	\$ 151,500.00	\$ 227,250.00	\$ 75,750.00	\$ 81,000.00	\$ 81,000.00	\$ (5,250.00)

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**Defined Contribution Plans Committee
Meeting of April 3, 2019
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	Fee	0.00030	0.00045	0.00015	\$ 20.00	\$ 20.00	
Individual Participants	\$ 1,000	\$ 0.30	\$ 0.45	\$ 0.15	\$ 20.00	\$ 20.00	\$ (19.85)
	\$ 5,000	\$ 1.50	\$ 2.25	\$ 0.75	\$ 20.00	\$ 20.00	\$ (19.25)
	\$ 20,000	\$ 6.00	\$ 9.00	\$ 3.00	\$ 20.00	\$ 20.00	\$ (17.00)
	\$ 50,000	\$ 15.00	\$ 22.50	\$ 7.50	\$ 20.00	\$ 20.00	\$ (12.50)
	\$ 75,000	\$ 22.50	\$ 33.75	\$ 11.25	\$ 20.00	\$ 20.00	\$ (8.75)
	\$ 100,000	\$ 30.00	\$ 45.00	\$ 15.00	\$ 20.00	\$ 20.00	\$ (5.00)
	\$ 133,333	\$ 40.00	\$ 60.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ (0.00)
	\$ 150,000	\$ 45.00	\$ 67.50	\$ 22.50	\$ 20.00	\$ 20.00	\$ 2.50
	\$ 250,000	\$ 75.00	\$ 112.50	\$ 37.50	\$ 20.00	\$ 20.00	\$ 17.50
	\$ 500,000	\$ 150.00	\$ 225.00	\$ 75.00	\$ 20.00	\$ 20.00	\$ 55.00
\$ 1,000,000	\$ 300.00	\$ 450.00	\$ 150.00	\$ 20.00	\$ 20.00	\$ 130.00	
Entire Plan	\$ 350,000.00	\$ 105,000.00	\$ 157,500.00	\$ 52,500.00	\$ 90,000.00	\$ 90,000.00	\$ (37,500.00)
	\$ 400,000.00	\$ 120,000.00	\$ 180,000.00	\$ 60,000.00	\$ 90,000.00	\$ 90,000.00	\$ (30,000.00)

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	Amount invested	3 basis points on holdings	4.5 basis points on holdings	+1.5 basis pts	\$20.00 flat fee for 1,750 participants	+\$20.00 flat fee	Cost of 1.5 basis pts more than \$20.00 fee
	Fee	0.00030	0.00045	0.00015	\$ 20.00	\$ 20.00	
Individual Participants	\$ 1,000	\$ 0.30	\$ 0.45	\$ 0.15	\$ 20.00	\$ 20.00	\$ (19.85)
	\$ 5,000	\$ 1.50	\$ 2.25	\$ 0.75	\$ 20.00	\$ 20.00	\$ (19.25)
	\$ 20,000	\$ 6.00	\$ 9.00	\$ 3.00	\$ 20.00	\$ 20.00	\$ (17.00)
	\$ 50,000	\$ 15.00	\$ 22.50	\$ 7.50	\$ 20.00	\$ 20.00	\$ (12.50)
	\$ 75,000	\$ 22.50	\$ 33.75	\$ 11.25	\$ 20.00	\$ 20.00	\$ (8.75)
	\$ 100,000	\$ 30.00	\$ 45.00	\$ 15.00	\$ 20.00	\$ 20.00	\$ (5.00)
	\$ 133,333	\$ 40.00	\$ 60.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ (0.00)
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\$ 1,000,000	\$ 300.00	\$ 450.00	\$ 150.00	\$ 20.00	\$ 20.00	\$ 130.00	
Entire Plan	\$ 90,000.00	\$ 27,000.00	\$ 40,500.00	\$ 13,500.00	\$ 35,000.00	\$ 35,000.00	\$ (21,500.00)
	\$ 105,000.00	\$ 31,500.00	\$ 47,250.00	\$ 15,750.00	\$ 35,000.00	\$ 35,000.00	\$ (19,250.00)

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	Fee	0.00030	0.00045	0.00015	\$ 20.00	\$ 20.00	
Individual Participants	\$ 1,000	\$ 0.30	\$ 0.45	\$ 0.15	\$ 20.00	\$ 20.00	\$ (19.85)
	\$ 5,000	\$ 1.50	\$ 2.25	\$ 0.75	\$ 20.00	\$ 20.00	\$ (19.25)
	\$ 20,000	\$ 6.00	\$ 9.00	\$ 3.00	\$ 20.00	\$ 20.00	\$ (17.00)
	\$ 50,000	\$ 15.00	\$ 22.50	\$ 7.50	\$ 20.00	\$ 20.00	\$ (12.50)
	\$ 75,000	\$ 22.50	\$ 33.75	\$ 11.25	\$ 20.00	\$ 20.00	\$ (8.75)
	\$ 100,000	\$ 30.00	\$ 45.00	\$ 15.00	\$ 20.00	\$ 20.00	\$ (5.00)
	\$ 133,333	\$ 40.00	\$ 60.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ (0.00)
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	\$ 500,000	\$ 150.00	\$ 225.00	\$ 75.00	\$ 20.00	\$ 20.00	\$ 55.00
\$ 1,000,000	\$ 300.00	\$ 450.00	\$ 150.00	\$ 20.00	\$ 20.00	\$ 130.00	
Entire Plan	\$ 440,000.00	\$ 132,000.00	\$ 198,000.00	\$ 66,000.00	\$ 90,000.00	\$ 90,000.00	\$ (24,000.00)
	\$ 505,000.00	\$ 151,500.00	\$ 227,250.00	\$ 75,750.00	\$ 90,000.00	\$ 90,000.00	\$ (14,250.00)

Basis points option costs less

Flat fee option costs less