

**City of San Leandro
2016 Summary of Employee Benefits/Contract Provisions****

BENEFITS CATEGORIES	San Leandro City Employees' Assoc. (SLCEA) Local 21 IFPTE, AFL-CIO	San Leandro Police Officers' Association (SLPOA)	San Leandro Management Organization (SLMO)	San Leandro Confidential Employee Group	San Leandro Police Management Association (SLPMA)																																																												
CONTRACT TERM	Jan.1, 2016 – Dec. 31, 2020	Jan. 1, 2013 – Dec. 31, 2015	July 1, 2015 – June 30, 2020	July 1, 2015 – June 30, 2020	July 1, 2015 – December 31, 2019																																																												
COMPENSATION	Wage Adjustments: 3% effective 1/1/16 3% effective 1/1/17 3% effective 1/1/18 3% effective 1/1/19 3% effective 1/1/20	Wage Adjustments: 3% effective 1/1/14 3% effective 1/1/15	Wage Adjustments: 3% effective 1/1/16 3% effective 1/1/17 3% effective 1/1/18 3% effective 1/1/19 3% effective 1/1/20	Wage Adjustments: 3% effective 1/1/16 3% effective 1/1/17 3% effective 1/1/18 3% effective 1/1/19 3% effective 1/1/20	Wage Adjustments: 3% effective 1/1/16 3% effective 1/1/17 3% effective 1/1/18 3% effective 1/1/19																																																												
MEDICAL	CalPERS Health <u>2016 City Contribution Rates</u> EE only \$ 674.36 2-party \$1,348.72 Family \$1,763.34	CalPERS Health <u>2016 City Contribution Rates</u> EE only \$ 649.36 2-party \$1,293.72 Family \$1,638.34	CalPERS Health <u>2016 City Contribution Rates</u> EE only \$ 674.36 2-party \$1,348.72 Family \$1,763.34	CalPERS Health <u>2016 City Contribution Rates</u> EE only \$ 674.36 2-party \$1,348.72 Family \$1,763.34	CalPERS Health <u>2016 City Contribution Rates</u> EE only \$ 674.36 2-party \$1,348.72 Family \$1,763.34																																																												
DENTAL	<table border="0"> <tr> <td></td> <td align="center"><u>City</u></td> <td align="center"><u>EE</u></td> </tr> <tr> <td>EE only</td> <td align="right">\$ 48.15</td> <td align="right">\$0.00</td> </tr> <tr> <td>2-party</td> <td align="right">\$ 91.45</td> <td align="right">\$0.00</td> </tr> <tr> <td>Family</td> <td align="right">\$142.55</td> <td align="right">\$0.00</td> </tr> </table> <p>Employee may purchase increased dental coverage (dental buy-up).</p>		<u>City</u>	<u>EE</u>	EE only	\$ 48.15	\$0.00	2-party	\$ 91.45	\$0.00	Family	\$142.55	\$0.00	<table border="0"> <tr> <td></td> <td align="center"><u>City</u></td> <td align="center"><u>EE</u></td> </tr> <tr> <td>EE only</td> <td align="right">\$ 48.15</td> <td align="right">\$0.00</td> </tr> <tr> <td>2-party</td> <td align="right">\$ 91.45</td> <td align="right">\$0.00</td> </tr> <tr> <td>Family</td> <td align="right">\$142.55</td> <td align="right">\$0.00</td> </tr> </table> <p>Employee may purchase increased dental coverage (dental buy-up).</p>		<u>City</u>	<u>EE</u>	EE only	\$ 48.15	\$0.00	2-party	\$ 91.45	\$0.00	Family	\$142.55	\$0.00	<table border="0"> <tr> <td></td> <td align="center"><u>City</u></td> <td align="center"><u>EE</u></td> </tr> <tr> <td>EE only</td> <td align="right">\$ 48.15</td> <td align="right">\$0.00</td> </tr> <tr> <td>2-party</td> <td align="right">\$ 91.45</td> <td align="right">\$0.00</td> </tr> <tr> <td>Family</td> <td align="right">\$142.55</td> <td align="right">\$0.00</td> </tr> </table> <p>Employee may purchase increased dental coverage (dental buy-up).</p>		<u>City</u>	<u>EE</u>	EE only	\$ 48.15	\$0.00	2-party	\$ 91.45	\$0.00	Family	\$142.55	\$0.00	<table border="0"> <tr> <td></td> <td align="center"><u>City</u></td> <td align="center"><u>EE</u></td> </tr> <tr> <td>EE only</td> <td align="right">\$ 48.15</td> <td align="right">\$0.00</td> </tr> <tr> <td>2-party</td> <td align="right">\$ 91.45</td> <td align="right">\$0.00</td> </tr> <tr> <td>Family</td> <td align="right">\$142.55</td> <td align="right">\$0.00</td> </tr> </table> <p>Employee may purchase increased dental coverage (dental buy-up).</p>		<u>City</u>	<u>EE</u>	EE only	\$ 48.15	\$0.00	2-party	\$ 91.45	\$0.00	Family	\$142.55	\$0.00	<table border="0"> <tr> <td></td> <td align="center"><u>City</u></td> <td align="center"><u>EE</u></td> </tr> <tr> <td>EE only</td> <td align="right">\$ 48.15</td> <td align="right">\$0.00</td> </tr> <tr> <td>2-party</td> <td align="right">\$ 91.45</td> <td align="right">\$0.00</td> </tr> <tr> <td>Family</td> <td align="right">\$142.55</td> <td align="right">\$0.00</td> </tr> </table> <p>Employee may purchase increased dental coverage (dental buy-up).</p>		<u>City</u>	<u>EE</u>	EE only	\$ 48.15	\$0.00	2-party	\$ 91.45	\$0.00	Family	\$142.55	\$0.00
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OPT-OUT FOR MEDICAL AND DENTAL PREMIUMS (Upon proof of other coverage)	Employee: Medical \$200/mo +/- or dental \$50/mo = \$250/mo max. 2-Party: Medical \$350/mo +/- or dental \$50/mo = \$400/mo max. Family: Medical \$500/mo +/- or dental \$50/mo = \$550/mo max.	Employee: Medical \$200/mo +/- or dental \$50/mo = \$250/mo max. 2-Party: Medical \$350/mo +/- or dental \$50/mo = \$400/mo max. Family: Medical \$500/mo +/- or dental \$50/mo = \$550/mo max.	Employee: Medical \$200/mo +/- or dental \$50/mo = \$250/mo max. 2-Party: Medical \$350/mo +/- or dental \$50/mo = \$400/mo max. Family: Medical \$500/mo +/- or dental \$50/mo = \$550/mo max.	Employee: Medical \$200/mo +/- or dental \$50/mo = \$250/mo max. 2-Party: Medical \$350/mo +/- or dental \$50/mo = \$400/mo max. Family: Medical \$500/mo +/- or dental \$50/mo = \$550/mo max.	Employee: Medical \$200/mo +/- or dental \$50/mo = \$250/mo max. 2-Party: Medical \$350/mo +/- or dental \$50/mo = \$400/mo max. Family: Medical \$500/mo +/- or dental \$50/mo = \$550/mo max.																																																												
RETIREE MEDICAL AND DENTAL (5 YEAR VESTING)	City reimburses to age 65, medical premium not to exceed \$360/mo. and up to \$115.74 (2016)/mo. for dental, with the City and retiree splitting the increased cost of dental premiums each year. The \$360 medical reimbursement includes the CalPERS "employer minimum share" which is billed directly to the City.	Retired prior to 3/1/98, City reimburses to age 65 up to \$360/mo. medical and up to \$70.87/mo. for dental premiums. Retired between 3/1/98 – 2/28/02, City pays to age 65 up to \$360/mo. medical and \$70.87/ mo. for dental premiums with the City and retiree splitting the increase cost of dental premiums since 1/1/87, plus the City contributes \$40/mo. from age 65 – 70 towards the "Medicare Risk" premium.	City reimburses to age 65, medical premium not to exceed \$360/mo. and up to \$115.74 (2016)/mo. for dental, with the City and retiree splitting the increased cost of dental premiums each year. The \$360 medical reimbursement includes the CalPERS "employer minimum share" which is billed directly to the City.	City reimburses to age 65, medical premium not to exceed \$360/mo. and up to \$115.74 (2016)/mo. for dental, with the City and retiree splitting the increased cost of dental premiums each year. The \$360 medical reimbursement includes the CalPERS "employer minimum share" which is billed directly to the City.	City reimburses to age 65, medical premium not to exceed \$360/mo. and up to \$115.74 (2016)/mo. for dental, with the City and retiree splitting the increased cost of dental premiums each year. The \$360 medical reimbursement includes the CalPERS "employer minimum share" which is billed directly to the City.																																																												

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RETIREE MEDICAL AND DENTAL (continued)		<p>Retired after 3/1/02 and with 15 years of city service, City reimburses \$460/mo. for health and dental premiums and continues until the employee is eligible for Medicare (at age 65 or reaches age 70) plus contributes up to \$200/mo. from age 65 – 70 towards the “Medicare Risk” and dental premiums. Amount reimbursed to age 65 includes the CalPERS “employer minimum share”.</p> <p>Hired after 1/1/07 and with 15 yrs of service, the City reimburses to age 65 up to \$360/mo. for medical and up to \$70.87/mo. for dental premiums with the City and retiree splitting the increase cost of dental premiums since 1/1/03. The \$360 medical reimbursement includes the CalPERS “employee’s minimum share” which is billed directly to the City.</p>			
IRS SECTION 125 REIMBURSEMENT ACCOUNTS	<p>Voluntary pre-tax employee contributions Up to \$2,550/yr for health care expenses Up to \$5,000/yr for dependent care expenses. Up to \$255/mo. for transit, and \$255 for parking expenses</p>	<p>Voluntary pre-tax employee contributions Up to \$2,550/yr for health care expenses Up to \$5,000/yr for dependent care expenses. Up to \$255/mo. for transit, and \$255 for parking expenses</p>	<p>Voluntary pre-tax employee contributions Up to \$2,550/yr for health care expenses Up to \$5,000/yr for dependent care expenses. Up to \$255/mo. for transit, and \$255 for parking expenses</p>	<p>Voluntary pre-tax employee contributions Up to \$2,550/yr for health care expenses Up to \$5,000/yr for dependent care expenses. Up to \$255/mo. for transit, and \$255 for parking expenses</p>	<p>Voluntary pre-tax employee contributions Up to \$2,550/yr for health care expenses Up to \$5,000/yr for dependent care expenses. Up to \$255/mo. for transit, and \$255 for parking expenses</p>
LIFE, ACCIDENTAL DEATH AND DISMEMBERMENT	<p>\$50,000 Policy Cost: \$9.80/month – City paid. Option to purchase additional coverage.</p>	<p>N/A – Life Insurance coverage under PORAC (not sponsored by the City)</p>	<p>\$50,000 Policy Cost: \$9.80/month – City paid Option to purchase additional coverage.</p>	<p>\$50,000 Policy Cost: \$9.80/month – City paid Option to purchase additional coverage.</p>	<p>\$50,000 Policy – City paid Cost: \$9.80/month – City paid Option to purchase additional coverage.</p>
LONG-TERM DISABILITY INSURANCE	<p>40% of monthly base earnings up to \$6,000/mo. Cost: \$0.174 per \$100 per covered payroll - City paid. Option to purchase additional coverage.</p>	<p>N/A – Long-term Disability coverage under PORAC (not sponsored by the City)</p>	<p>40% of monthly base earnings up to \$6,000/mo. Cost: \$0.174 per \$100 per covered payroll - City paid. Option to purchase additional coverage.</p>	<p>40% of monthly base earnings up to \$6,000/mo. Cost: \$0.174 per \$100 per covered payroll - City paid. Option to purchase additional coverage.</p>	<p>40% of monthly base earnings up to \$6,000/mo. Cost: \$0.174 per \$100 per covered payroll - City paid. Option to purchase additional coverage.</p>

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EMPLOYEE ASSISTANCE PROGRAM (EAP)	Eligible for 5 visits per incident/yr Cost: \$3.74/mo per employee – City paid	Eligible for 5 visits per incident/yr Cost: \$3.74/mo per employee – City paid	Eligible for 5 visits per incident/yr Cost: \$3.74/mo per employee – City paid	Eligible for 5 visits per incident/yr Cost: \$3.74/mo per employee – City paid	Eligible for 5 visits per incident/yr Cost: \$3.74/mo per employee – City paid
RETIREMENT PLAN - CALPERS	<p>Tier 1 - Employees hired before 5/6/10 (Classic) are enrolled in the 2.5% @ 55 Plan (highest 12 mos.).</p> <p>Remarriage post survivor allowance Military Service Credit Sick Leave Service Credit</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Misc. Rate: 29.404% Employee Misc Rate: 8.000%</p> <p>Tier 2 - Employees hired after 5/16/10 (Classic) are enrolled in the 2%@ 55 Plan (highest 36 mos)</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Misc. Rate: 29.404% Employee Misc Rate: 7.000%</p> <p>Tier 3 – Employees hired after 1/1/13 as new members of CalPERS (PEPRA) are enrolled in the 2% @ 62 Plan (highest 36 mos). Employees pay ½ of normal cost of retirement plan.</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Misc. Rate: 29.404% Employee Rate: 6.750%</p> <p><i>Please refer to the SLCEA MOU and CalPERS publication PUB8 for additional information.</i></p>	<p>Tier 1 - Employees hired as CalPERS members before 1/1/13 (Classic) are enrolled in the 3% @ 50 Plan (highest 12 mos.).</p> <p>1959 Survivor Benefit Military Service Credit Sick Leave Service Credit</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Safety Rate: 48.418% Employee Safety Rate: 9.000%</p> <p>Tier 2 – Employees hired after 1/1/13 as new members of CalPERS are enrolled in the 2.7% @ 57 Plan (highest 36 mos). Employees pay ½ of normal cost of retirement plan.</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Safety Rate: 13.242% Employee Safety Rate: 12.25%</p> <p><i>Please refer to the SLPOA MOU and CalPERS publication PUB9 for additional information.</i></p>	<p>Tier 1 - Employees hired before 5/6/10 (Classic) are enrolled in the 2.5% @ 55 Plan (highest 12 mos.).</p> <p>Remarriage post survivor allowance Military Service Credit Sick Leave Service Credit</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Misc. Rate: 29.404% Employee Misc Rate: 8.000%</p> <p>Tier 2 - Employees hired after 5/16/10 (Classic) are enrolled in the 2%@ 55 Plan (highest 36 mos)</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Misc. Rate: 29.404% Employee Misc Rate: 7.000%</p> <p>Tier 3 – Employees hired after 1/1/13 as new members of CalPERS (PEPRA) are enrolled in the 2% @ 62 Plan (highest 36 mos). Employees pay ½ of normal cost of retirement plan.</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Misc. Rate: 29.404% Employee Rate: 6.750%</p> <p><i>Please refer to the SLMO MOU and CalPERS publication PUB8 for additional information.</i></p>	<p>Tier 1 - Employees hired before 5/6/10 (Classic) are enrolled in the 2.5% @ 55 Plan (highest 12 mos.).</p> <p>Remarriage post survivor allowance Military Service Credit Sick Leave Service Credit</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Misc. Rate: 29.404% Employee Misc Rate: 8.000%</p> <p>Tier 2 - Employees hired after 5/16/10 (Classic) are enrolled in the 2%@ 55 Plan (highest 36 mos)</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Misc. Rate: 29.404% Employee Misc Rate: 7.000%</p> <p>Tier 3 – Employees hired after 1/1/13 as new members of CalPERS (PEPRA) are enrolled in the 2% @ 62 Plan (highest 36 mos). Employees pay ½ of normal cost of retirement plan.</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Misc. Rate: 29.404% Employee Misc Rate: 6.750%</p> <p><i>Please refer to the Confidential Compensation Plan and CalPERS publication PUB8 for additional information.</i></p>	<p>Tier 1 - Employees hired as CalPERS members before 1/1/13 (Classic) are enrolled in the 3% @ 50 Plan (highest 12 mos).</p> <p>1959 Survivor Benefit Military Service Credit Sick Leave Service Credit</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Safety Rate: 48.418% Employee Safety Rate: 9.000%</p> <p>Tier 2 – Employees hired after 1/1/13 as new members of CalPERS are enrolled in the 2.7% @ 57 Plan (highest 36 mos). Employees pay ½ of normal cost of retirement plan.</p> <p style="text-align: right;"><u>FY 16/17</u></p> <p>Employer Safety Rate: 13.242% Employee Safety Rate: 12.25%</p> <p><i>Please refer to the SLPMA MOU and CalPERS publication PUB9 for additional information.</i></p>
SOCIAL SECURITY	City participates in Social Security 6.2% of salary for employee and employer contributions	No participation.	City participates in Social Security 6.2% of salary for employee and employer contributions	City participates in Social Security 6.2% of salary for employee and employer contributions	No participation.

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VACATION	12 days/yr up to a max. 25 days/yr after 18 years of service. Max accrual: 2 yrs. of entitlement. Employees may sell up to 100 hours of vacation annually in June and December.	10 days/yr up to a max. 25 days/yr after 18 years of service. Max. accrual: 2 yrs. of entitlement. At separation, paid hourly rate for unused vacation. Employees may sell up to 80 hours of vacation annually in June and December.	12 days/yr up to a max. 25 days/yr after 18 years of service. Max accrual: 3 yrs. of entitlement. Employees may sell up to 120 hours of vacation annually in June and December.	12 days/yr up to a max. 25 days/yr after 18 years of service. Max accrual: 2 yrs. of entitlement. Employees may sell up to 100 hours of vacation annually in June and December.	12 – 15 days/yr up to a max. 25 days/yr. Max accrual: 3 yrs. of entitlement. Employees may sell up to 120 hours of vacation annually in June and December.
HOLIDAYS	12 + 2 floaters per year	12 + 1 floater per year	12 + 2 floaters per year	12 + 2 floaters per year	12 + 1 floater per year
HOLIDAY PAY	Non-sworn police department employees can receive, in lieu of pay, compensatory time off only if their accrued comp time bank does exceed 80 hours.	If you work an organized shift that falls on a Holiday, Police Officer/Police Sergeant can receive regular pay plus 1 ½ times pay rate either in pay or in compensatory time. Police Sergeants/ Police Officers can receive, in lieu of pay, compensatory time off only if their accrued comp time bank does exceed 80 hours.	None	If you work an organized shift that falls on a holiday, employee can receive regular pay plus one and 1 1/2 pay rate either in pay or in compensatory time.	Same as SLPOA for Police Lieutenants in Traffic or Patrol who are required to work on a Holiday.
SICK LEAVE	12 days/yr Maximum accrual: 2,000 hours	12 days/yr Maximum accrual: 2,400 hours	12 days/yr Maximum accrual: 2,400 hours. New employee: City can credit up to 1/2 of accumulated sick leave from previous employer to a max.m of 160 hours.	12 days/yr Maximum accrual: 2,000 hours	12 days/yr Maximum accrual: 2,400 hours. New employee: City can credit up to 1/2 of accumulated sick leave from previous employer to a max. of 160 hours.
UNUSED SICK LEAVE PAY-OUT	Employed for a minimum of 15 years: Pay-out is calculated by the # of sick leave days x 7 1/2% x # yrs of service x hourly rate. Employed for minimum of 25 yrs: Payout is calculated by the # of sick days x 10% x # yrs of service x hourly rate.	Employed for a minimum of 15 years: Pay-out is calculated by the # of sick leave days x 7 1/2% x # yrs of service x hourly rate. Employed for minimum of 25 yrs: Payout is calculated by the # of sick days x 10% x # yrs of service x hourly rate.	Employed for a minimum of 15 years: Pay-out is calculated by the # of sick leave days x 7 1/2% x # yrs of service x hourly rate. Employed for minimum of 25 yrs: Payout is calculated by the # of sick days x 10% x # yrs of service x hourly rate.	Employed for a minimum of 15 years: Pay-out is calculated by the # of sick leave days x 7 1/2% x # yrs of service x hourly rate. Employed for minimum of 25 yrs: Payout is calculated by the # of sick days x 10% x # yrs of service x hourly rate.	Employed for a minimum of 15 years: Pay-out is calculated by the # of sick leave days x 7 1/2% x # yrs of service x hourly rate. Employed for minimum of 25 yrs: Payout is calculated by the # of sick days x 10% x # yrs of service x hourly rate.
FUNERAL LEAVE	Up to 5 days for immediate family members	Up to 3 days, up to 5 days if ee travels outside 9 Bay Area counties	Up to 5 days for immediate family members	Up to 5 days for immediate family members	Up to 5 days for immediate family members
ADMINISTRATIVE LEAVE PAY	N/A	N/A	80 hours paid over 24 pay periods annually. 120 hours for Dept. Heads	N/A	80 hours paid over 24 pay periods annually.

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LONGEVITY PAY	N/A	2% of base pay @ 15 yrs 4% of base pay @ 20 yrs 5% of base pay @ 25 yrs	N/A	N/A	2% of base pay @ 15 yrs 4% of base pay @ 20 yrs 5% of base pay @ 25 yrs
457 DEFERRED COMPENSATION	Voluntary contribution per employee	Voluntary contribution per employee.	Voluntary contribution per employee.	Voluntary contribution per employee.	Voluntary contribution per employee.
EDUCATIONAL INCENTIVE	N/A	Hired prior to 3/1/85, \$100/mo up to 8% of monthly salary. Hired after 3/1/85, with 4 years of service, 4-6% of month salary	N/A	N/A	With 4+yrs of service with SLPD, 4-6% of monthly salary for POST Supervisory or POST Management certificate. Maximum is 6%.
UNIFORM ALLOWANCE	\$700/year police department non-sworn employees required to wear a uniform.	\$1,300/year 2 sets of motorcycle pants provided to personnel assigned to motorcycle duties.	\$850/year – Police Support Services Manager and Police Business Manager	Police Recruit Trainee – uniform equip. required for enrollment in the police academy, paid in full by the SLPD.	\$1,500/year – paid in July
ASSIGNMENT/ SHIFT DIFFERENTIAL	\$25/per day any Police Non-sworn acting as a Trainer \$200/mo.- Public Works/Water Pollution Control assigned to Swing Shift \$250/mo. – Public Works/Water Pollution Control assigned to Graveyard	5% added to base pay for Police Officers assigned as canine handlers certified as a team. \$200/mo. maint. allowance for care of dog. \$30/day for Police Officers acting in capacity of Field Technicians/Field Training Officer. 3% added to base pay for Police Officer/ Police Sergeant regularly assigned shifts which at least 50% of the hours are between 1500 and 2400 hours 3% added to base pay for Police Officer/ Police Sergeant Investigation, Traffic, Admin. and Crime Prevention 5% added to base pay for Police Officer/ Police Sergeant regularly assigned shifts which at least 50% of the hours are between 2400 and 0700 hours.	N/A	N/A	N/A
REQUIRED CALL-OUT OR STANDBY PAY	<u>Public Works Employees:</u> At the end of their normal work shift, employee will be paid 1 hour straight time for each day	For required call out or court appearance on a normal work day, a minimum 3 hours pay at the overtime rate. Required on a scheduled day off, a minimum of 5	N/A	N/A	N/A

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REQUIRED CALL-OUT OR STANDBY PAY (CONTINUED)	<p>If an employee is required to stand-by for a 24-hour period, they will receive 2 hours of pay/day.</p> <p>If an employee is required to stand-by on a City Holiday, they will receive 3 hours of pay.</p> <p>Employees are required to respond within 60 minutes, or stand-by pay is lost for that day.</p> <p>An assigned City vehicle is provided to the employee on stand-by if required to report immediately to a field location.</p> <p>A minimum of 2 hours shall be credited to an employee on stand-by who responds to an emergency.</p> <p>An employee can take comp time in lieu of receiving pay if their comp time accrual bank does not exceed 40 hours.</p> <p><u>Police Non-Sworn Employees:</u> For required call-out or court appearance on a normal work day, a minimum of 2 hours of overtime or Comp Time. If required on a scheduled day off, a minimum of 4 hours of overtime or Comp Time.</p>	hours of pay at the overtime rate.			
LICENSE/ CERTIFICATE FEES	Reimburse employee cost of renewing professional certification or licenses for Water Pollution Control, Engineering, Traffic Engineering, Building Regulation, and Pesticide/Herbicide Applicator.	N/A	Reimburse Mgmt employees cost of renewing a professional certificate or license (i.e. Engineers, Building Official, Planners, City Clerk, Wastewater). Optional reimbursement if the job announcement identifies a license or certificate being desired for position. City Manager may authorize reimbursement for other licenses or certificates with prior approval from the Department Head.	N/A	N/A

**The information contained in this document is a summary of benefits provided to City of San Leandro employees. For specific information, please refer to the applicable MOU or contact the Human Resources Department. Any errors or omissions do not constitute either an expressed or implied contract.

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TOOL ALLOWANCE	Reimbursement of \$400/yr for Public Works-Equipment classifications for maintaining their own tool supply.	N/A	N/A	N/A	N/A
SAFETY ALLOWANCE	\$275 per fiscal year safety shoe reimbursement for classifications designated by the City. \$325 for Tree Trimmer Classification. \$275 every other year for employees in Engineering and Building Regulations classifications.	N/A	For designated classifications, safety shoes shall be reimbursed on a biennial basis up to \$225.00.	N/A	N/A
DEVELOPMENT PROGRAM	N/A	N/A	\$1,000/year reimbursement for technology, health club dues, health care equipment, and job-related training expenses.	\$850/year reimbursement for technology, health club dues, health care equipment, and work-related items.	\$1,000/year reimbursement for technology, health club dues, health care equipment, and job-related training expenses.
TUITION REIMBURSEMENT	\$1,500 per year for reimbursement of job-related college classes or training courses with prior approval from the supervisor and Dept. Head.	\$1,000 per year for reimbursement of job-related college classes or training courses with prior approval from the supervisor and Dept. Head.	\$1,000 per year for reimbursement of job-related college classes or training courses with prior approval from the supervisor and Dept. Head.	\$1,000 per year for reimbursement of job-related college classes or training courses with prior approval from the supervisor and Dept. Head.	\$1,000 per year for reimbursement of job-related college classes or training courses with prior approval from the supervisor and Dept. Head.
BILINGUAL PAY	Certified employees receive \$125/mo. When required to use a second language, as necessary to the operation of the City.	\$30.00 a day when required to translate using a second language related to a city service.	Certified employees receive \$125/mo. When required to use a second language, as necessary to the operation of the City.	Certified employees receive \$125/mo. When required to use a second language, as necessary to the operation of the City.	Certified employees receive \$125/mo. When required to use a second language, as necessary to the operation of the City.

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