

**City of San Leandro  
2022 Summary of Employee Benefits/Contract Provisions\*\***

<b>BENEFITS CATEGORIES</b>	<b>San Leandro City Employees' Assoc. (SLCEA) Local 21 IFPTE, AFL-CIO</b>	<b>San Leandro Police Officers' Association (SLPOA)</b>	<b>San Leandro Management Organization (SLMO)</b>	<b>San Leandro Confidential Employee Group</b>	<b>San Leandro Police Management Association (SLPMA)</b>																																																												
<b>CONTRACT TERM</b>	January 1, 2022 – December 31, 2024	January 1, 2020 – December 31, 2022	January 1, 2022 – December 31, 2022	January 1, 2022 – December 31, 2024	January 1, 2020 – December 31, 2022																																																												
<b>COMPENSATION</b>	Wage Adjustments: 6% effective 1/1/2022 3.25% effective 1/1/2023 3.25% effective 1/1/2024  Plus compensation study in year 3	Wage Adjustments: 1% effective 1/1/20 1.75% effective 7/1/20 2.75% effective 7/1/21 2% effective 7/1/22 1.5% effective 10/1/22	Wage Adjustments: 6% effective 1/1/2022  Plus compensation study.	Wage Adjustments: 6% effective 1/1/2022 3.25% effective 1/1/2023 3.25% effective 1/1/2024  Plus compensation study in year 3	Wage Adjustments: 3% effective 1/1/20 3% effective 1/1/21 3% effective 1/1/22																																																												
<b>MEDICAL</b>	CalPERS Health <u>2022 City Contribution Rates</u> EE only \$ 830.49 2-party \$1,660.98 Family \$2,159.27	CalPERS Health <u>2022 City Contribution Rates</u> EE only \$ 830.49 2-party \$1,660.98 Family \$2,159.27	CalPERS Health <u>2022 City Contribution Rates</u> EE only \$ 830.49 2-party \$1,660.98 Family \$2,159.27	CalPERS Health <u>2022 City Contribution Rates</u> EE only \$ 830.49 2-party \$1,660.98 Family \$2,159.27	CalPERS Health <u>2022 City Contribution Rates</u> EE only \$ 830.49 2-party \$1,660.98 Family \$2,159.27																																																												
<b>DENTAL</b>	<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">\$ 49.27</td> <td align="right">\$0.00</td> </tr> <tr> <td>2-party</td> <td align="right">\$ 93.55</td> <td align="right">\$0.00</td> </tr> <tr> <td>Family</td> <td align="right">\$145.84</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	\$ 49.27	\$0.00	2-party	\$ 93.55	\$0.00	Family	\$145.84	\$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">\$ 49.27</td> <td align="right">\$0.00</td> </tr> <tr> <td>2-party</td> <td align="right">\$ 93.55</td> <td align="right">\$0.00</td> </tr> <tr> <td>Family</td> <td align="right">\$145.84</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	\$ 49.27	\$0.00	2-party	\$ 93.55	\$0.00	Family	\$145.84	\$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">\$ 49.27</td> <td align="right">\$0.00</td> </tr> <tr> <td>2-party</td> <td align="right">\$ 93.55</td> <td align="right">\$0.00</td> </tr> <tr> <td>Family</td> <td align="right">\$145.84</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	\$ 49.27	\$0.00	2-party	\$ 93.55	\$0.00	Family	\$145.84	\$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">\$ 49.27</td> <td align="right">\$0.00</td> </tr> <tr> <td>2-party</td> <td align="right">\$ 93.55</td> <td align="right">\$0.00</td> </tr> <tr> <td>Family</td> <td align="right">\$145.84</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	\$ 49.27	\$0.00	2-party	\$ 93.55	\$0.00	Family	\$145.84	\$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">\$ 49.27</td> <td align="right">\$0.00</td> </tr> <tr> <td>2-party</td> <td align="right">\$ 93.55</td> <td align="right">\$0.00</td> </tr> <tr> <td>Family</td> <td align="right">\$145.84</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	\$ 49.27	\$0.00	2-party	\$ 93.55	\$0.00	Family	\$145.84	\$0.00
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<b>OPT-OUT FOR MEDICAL AND DENTAL PREMIUMS</b> (Upon proof of other group 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.																																																												
<b>RETIREE MEDICAL AND DENTAL</b>	City reimburses to age 65, medical premium not to exceed \$360/mo. and up to \$118.09 (2022)/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. (Employees hired after 01/01/2005 must render 5 years of	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.	City reimburses to age 65, medical premium not to exceed \$360/mo. and up to \$118.09 (2022)/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. (Employees hired after 01/01/2005 must render 5 years of continuous service with the	City reimburses to age 65, medical premium not to exceed \$360/mo. and up to \$115.74 (2021)/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. (Employees hired after 01/01/2005 must render 5 years of	City reimburses to age 65, medical premium not to exceed \$360/mo. and up to \$118.09 (2022)/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. (Employees hired after 01/01/2005 must render 5 years of																																																												

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<b>BENEFITS CATEGORIES</b>	<b>San Leandro City Employees' Assoc. (SLCEA) Local 21 IFPTE, AFL-CIO</b>	<b>San Leandro Police Officers' Association (SLPOA)</b>	<b>San Leandro Management Organization (SLMO)</b>	<b>San Leandro Confidential Employee Group</b>	<b>San Leandro Police Management Association (SLPMA)</b>
<b>RETIREE MEDICAL AND DENTAL (continued)</b>	continuous service with the City of San Leandro to receive this benefit.)	<p>from age 65 – 70 towards the “Medicare Risk” premium.</p> <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 years of service as a Police Officer, 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>	City of San Leandro to receive this benefit.)	continuous service with the City of San Leandro to receive this benefit.)	continuous service with the City of San Leandro to receive this benefit.)
<b>IRS SECTION 125 REIMBURSEMENT ACCOUNTS</b>	Voluntary pre-tax employee contributions for health care, dependent care, and transit/parking expenses up to IRS limits.	Voluntary pre-tax employee contributions for health care, dependent care, and transit/parking expenses up to IRS limits.	Voluntary pre-tax employee contributions for health care, dependent care, and transit/parking expenses up to IRS limits.	Voluntary pre-tax employee contributions for health care, dependent care, and transit/parking expenses up to IRS limits.	Voluntary pre-tax employee contributions for health care, dependent care, and transit/parking expenses up to IRS limits.
<b>LIFE, ACCIDENTAL DEATH AND DISMEMBERMENT</b>	\$50,000 Policy Cost: \$8.40 /month – City paid. Option to purchase additional coverage.	\$50,000 Policy Cost: \$9.65/month – City paid. Option to purchase additional coverage.	\$50,000 Policy Cost: \$8.40/month – City paid. Option to purchase additional coverage.	\$50,000 Policy Cost: \$8.40/month – City paid. Option to purchase additional coverage.	\$50,000 Policy Cost: \$8.40/month – City paid. Option to purchase additional coverage.
<b>LONG-TERM DISABILITY INSURANCE</b>	66.67% of monthly base earnings up to \$6,000/mo.  Cost: \$0.3100 per \$100 per covered payroll - City paid.	City will contribute an amount equal to the City’s contribution formula to LTD for other employee groups to 457 Deferred Compensation, if enrolled. SLPOA employees have long-term disability coverage under PORAC (not sponsored by the City).	66.67% of monthly base earnings up to \$6,000/mo.  Cost: \$0.3100 per \$100 per covered payroll - City paid.	66.67% of monthly base earnings up to \$6,000/mo.  Cost: \$0.3100 per \$100 per covered payroll - City paid.	City will contribute an amount equal to the City’s contribution formula to LTD for other employee groups to 457 Deferred Compensation, if enrolled. SLPMA employees have long-term disability coverage under PORAC (not sponsored by the City).

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<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>	Eligible for 5 visits per incident/year Cost: \$3.25/month per employee – City paid	Eligible for 5 visits per incident/year Cost: \$3.25/month per employee – City paid	Eligible for 5 visits per incident/year Cost: \$3.25/month per employee – City paid	Eligible for 5 visits per incident/year Cost: \$3.25/month per employee – City paid	Eligible for 5 visits per incident/year Cost: \$3.25/month per employee – City paid
<b>RETIREMENT PLAN - CALPERS</b>	<p><b>Tier 1</b> - 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 align="right"><u>FY 21/22</u></p> <p>Employer Misc. Rate: 45.370% Employee Misc Rate: 8.000%</p> <p><b>Tier 2</b> - Employees hired after 5/6/10 (Classic) are enrolled in the 2%@ 55 Plan (highest 36 mos)</p> <p align="right"><u>FY 21/22</u></p> <p>Employer Misc. Rate: 45.370% Employee Misc Rate: 7.000%</p> <p><b>Tier 3</b> – 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 align="right"><u>FY 21/22</u></p> <p>Employer Misc. Rate: 45.370% Employee Misc. Rate: 6.750%</p> <p><i>Please refer to the SLCEA MOU and CalPERS publication PUB8 for additional information.</i></p>	<p><b>Tier 1</b> - 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 align="right"><u>FY 21/22</u></p> <p>Employer Safety Rate: 84.920% Employee Safety Rate: 12.000% (9% + 3% Cost Share)</p> <p><b>Tier 2</b> – Employees hired after 1/1/13 as new members of CalPERS (PEPRA) are enrolled in the 2.7% @ 57 Plan (highest 36 mos). Employees pay ½ of normal cost of retirement plan.</p> <p align="right"><u>FY 21/22</u></p> <p>Employer Safety Rate: 14.360% Employee Safety Rate: 13.75%</p> <p><i>Please refer to the SLPOA MOU and CalPERS publication PUB9 for additional information.</i></p>	<p><b>Tier 1</b> - 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 align="right"><u>FY 21/22</u></p> <p>Employer Misc. Rate: 45.370% Employee Misc Rate: 8.000%</p> <p><b>Tier 2</b> - Employees hired after 5/6/10 (Classic) are enrolled in the 2%@ 55 Plan (highest 36 mos)</p> <p align="right"><u>FY 21/22</u></p> <p>Employer Misc. Rate: 45.370% Employee Misc Rate: 7.000%</p> <p><b>Tier 3</b> – 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 align="right"><u>FY 21/22</u></p> <p>Employer Misc. Rate: 45.370% Employee Misc. Rate: 6.750%</p> <p><i>Please refer to the SLMO MOU and CalPERS publication PUB8 for additional information.</i></p>	<p><b>Tier 1</b> - 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 align="right"><u>FY 21/22</u></p> <p>Employer Misc. Rate: 45.370% Employee Misc Rate: 8.000%</p> <p><b>Tier 2</b> - Employees hired after 5/6/10 (Classic) are enrolled in the 2%@ 55 Plan (highest 36 mos)</p> <p align="right"><u>FY 21/22</u></p> <p>Employer Misc. Rate: 45.370% Employee Misc Rate: 7.000%</p> <p><b>Tier 3</b> – 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 align="right"><u>FY 21/22</u></p> <p>Employer Misc. Rate: 45.370% 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><b>Tier 1</b> - 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 align="right"><u>FY 21/22</u></p> <p>Employer Safety Rate: 87.920% Employee Safety Rate: 9.000%</p> <p><b>Tier 2</b> – Employees hired after 1/1/13 as new members of CalPERS (PEPRA) are enrolled in the 2.7% @ 57 Plan (highest 36 mos). Employees pay ½ of normal cost of retirement plan.</p> <p align="right"><u>FY 20/21</u></p> <p>Employer Safety Rate: 14.360% Employee Safety Rate: 13.75%</p> <p><i>Please refer to the SLPMA MOU and CalPERS publication PUB9 for additional information.</i></p>

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<b>SOCIAL SECURITY</b>	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.
<b>VACATION</b> (Based on 8-hour days)	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 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: 2.5 yrs. of entitlement. At separation, paid hourly rate for unused vacation. 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: 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 120 hours of vacation annually in June and December.	12 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.
<b>HOLIDAYS</b> (Based on 8-hour days)	13 + 2 floaters per year (120 hours)  Public Safety Dispatcher, Sr. Public Safety Dispatcher, Public Safety Dispatcher Supervisor, Plant Operator-In-Training, Plant Operator I/II, Plant Operator Lead classifications 6.50% Holiday-in-lieu pay (HIL). 2 floating holiday per year	7% Holiday-in-lieu pay. 1 floating holiday per year	13 + 2 floaters per year (120 hours)	13 + 2 floaters per year (120 hours)	7% Holiday-in-lieu pay. 1 floating holiday per year
<b>HOLIDAY PAY</b>	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. Exception: None for classifications receiving Holiday-in-lieu pay.	None	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.	None
<b>SICK LEAVE</b> (Based on 8-hour days)	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. 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.

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<b>UNUSED SICK LEAVE PAY-OUT</b>	<p><b>Employed for a minimum of 15 years:</b> Pay-out is calculated by the # of sick leave days x 7 1/2% x # yrs of service x hourly rate.</p> <p><b>Employed for minimum of 25 yrs:</b> Payout is calculated by the # of sick days x 10% x # yrs of service x hourly rate.</p>	<p><b>Employed for a minimum of 15 years:</b> Pay-out is calculated by the # of sick leave days x 7 1/2% x # yrs of service x hourly rate.</p> <p><b>Employed for minimum of 25 yrs:</b> Payout is calculated by the # of sick days x 10% x # yrs of service x hourly rate.</p>	<p><b>Employed for a minimum of 15 years:</b> Pay-out is calculated by the # of sick leave days x 7 1/2% x # yrs of service x hourly rate.</p> <p><b>Employed for minimum of 25 yrs:</b> Payout is calculated by the # of sick days x 10% x # yrs of service x hourly rate.</p>	<p><b>Employed for a minimum of 15 years:</b> Pay-out is calculated by the # of sick leave days x 7 1/2% x # yrs of service x hourly rate.</p> <p><b>Employed for minimum of 25 yrs:</b> Payout is calculated by the # of sick days x 10% x # yrs of service x hourly rate.</p>	<p><b>Employed for a minimum of 15 years:</b> Pay-out is calculated by the # of sick leave days x 7 1/2% x # yrs of service x hourly rate.</p> <p><b>Employed for minimum of 25 yrs:</b> Payout is calculated by the # of sick days x 10% x # yrs of service x hourly rate.</p>
<b>FUNERAL LEAVE</b>	Up to 5 days (equivalent to 40 hours) for immediate family members. Permanent PT Employees pro-rated based on regular scheduled work week.	EE with one or more years of continuous service. Up to 3 workdays, with additional granted not to exceed 5 calendar days if EE travels outside 9 Bay Area counties for immediate family.	Up to 5 working days for immediate family members	Up to 5 days (equivalent to 40 hours) for immediate family members. Permanent PT Employees pro-rated based on regular scheduled work week.	Up to 5 working days for immediate family members
<b>PARENTAL LEAVE</b>	40 hours max within a rolling 12-month period for birth of a child, beginning adoptive residence or foster placement & employee may use 120 hours of sick leave. Permanent PT Employees pro-rated based on regular scheduled work week.	N/A	40 hours max within a rolling 12-month period for birth of a child, beginning adoptive residence or foster placement & employee may use 120 hours of sick leave.	40 hours max within a rolling 12-month period for birth of a child, beginning adoptive residence or foster placement & employee may use 120 hours of sick leave.	N/A
<b>ADMINISTRATIVE LEAVE</b>	N/A	N/A	40 hours per year. Pro-rated for new hires after 7/1	<b>Human Resources Analyst classification only:</b> 40 hours per year. Pro-rated for new hires after 7/1	50 hours per year. Pro-rated for new hires after 7/1
<b>ADMINISTRATIVE LEAVE PAY</b>	N/A	N/A	80 hours paid over 24 pay periods annually. 120 hours for Dept. Heads	<b>Human Resources Analyst classification only:</b> 80 hours paid over 24 pay periods annually. Not eligible for overtime or compensatory time.	80 hours paid over 24 pay periods annually.
<b>LONGEVITY PAY</b>	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
<b>457 DEFERRED COMPENSATION and/or ROTH IRA</b>	City will match employee contribution up to 2% of base salary for full-time and permanent part-time employees.	City will match employee contribution up to 1% of base salary. Increase to 1.75% eff 1/1/21.	City will match employee contribution up to 2% of base salary for full-time.	City will match employee contribution up to 2% of base salary for full-time and permanent part-time employees.	City will match employee contribution up to 1% of base salary. Increase to 1.75% eff 1/1/21.

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**City of San Leandro**  
**2022 Summary of Employee Benefits/Contract Provisions\*\***

<b>BENEFITS CATEGORIES</b>	<b>San Leandro City Employees' Assoc. (SLCEA) Local 21 IFPTE, AFL-CIO</b>	<b>San Leandro Police Officers' Association (SLPOA)</b>	<b>San Leandro Management Organization (SLMO)</b>	<b>San Leandro Confidential Employee Group</b>	<b>San Leandro Police Management Association (SLPMA)</b>
<b>EDUCATIONAL INCENTIVE</b>	N/A	4-6.5% of monthly salary for POST Intermediate, POST Advanced, Associate or Bachelor's degrees. Please refer to MOU.	N/A	N/A	Permanent EE, 6-8% of monthly salary for POST Supervisory or POST Management certificate. Maximum is 8%.
<b>UNIFORM ALLOWANCE</b>	\$700/year Police Department non-sworn employees required to wear a uniform.	\$1,600/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
<b>ASSIGNMENT/SHIFT DIFFERENTIAL</b>	\$25/per day any civilian Police employees assigned to work in a training capacity (acting as a Trainer). \$200/mo.- Public Works/Water Pollution Control and civilian Police employees assigned to Swing Shift. \$300/mo. – Public Works/Water Pollution Control and civilian Police employees assigned to Graveyard.	5% added to base pay for Police Officers assigned as canine handlers certified as a team. \$200/mo. maintenance allowance for care of dog. \$50/day for Police Officers acting in capacity of Field Technicians, \$80/day as Field Training Officer, \$15/shift for Drone Technician 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. 5% 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
<b>MENTAL HEALTH CRISIS INTERVENTION PAY</b>		4%			
<b>REQUIRED CALL-OUT OR STANDBY PAY</b>	<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 workday, a minimum 3 hours pay at the overtime rate. Required on a scheduled day off, a minimum of 5 hours of pay at the overtime rate.	N/A	N/A	N/A

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	<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>Civilian Police Employees:</u> For required call-out or court appearance on a normal workday, 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>				
<b>LICENSE/ CERTIFICATE FEES</b>	<p>Reimburse employee cost of renewing professional certification or licenses for Water Pollution Control, Engineering, Traffic Engineering, Building Regulation, and Pesticide/Herbicide Applicator.</p> <p>Classifications, which required a Class B License, will receive a 2.5% differential if employee possess &amp; maintains a Class A License.</p>	N/A	<p>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.</p>	N/A	N/A

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<b>TOOL ALLOWANCE</b>	Reimbursement of \$550/yr for Public Works-Equipment classifications for maintaining their own tool supply.	N/A	N/A	N/A	N/A
<b>SAFETY ALLOWANCE</b>	\$275 per fiscal year safety shoe reimbursement for classifications designated by the City. \$325 for Tree Trimmer Classification.	N/A	For designated classifications, safety shoes shall be reimbursed on a biennial basis up to \$225.	N/A	N/A
<b>DEVELOPMENT PROGRAM</b>	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.
<b>TUITION REIMBURSEMENT</b>	\$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.
<b>BILINGUAL PAY</b>	Certified employees receive \$200/mo. When required to use a second language, as necessary to the operation of the City.	Certified employees receive \$200/mo. When required to use a second language, as necessary to the operation of the City.	Certified employees receive \$200/mo. When required to use a second language, as necessary to the operation of the City.	Certified employees receive \$200/mo. When required to use a second language, as necessary to the operation of the City.	Certified employees receive \$200/mo. When required to use a second language, as necessary to the operation of the City.

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