

**SETTLEMENT SUMMARY
SAN LEANDRO POA**

- Term - 36 months (Jan 1, 2013 - Dec 31, 2015)
- Retirement - Effective April 1, 2013, employees shall commence paying 3% of the employee contribution and the City shall contribute 6%. Effective January 1, 2014, employees shall commence paying 6% of the employee contribution and the City shall contribute 3%. Effective January 1, 2015, employees shall commence paying 9% of the employee contribution and the City shall contribute 0%.
- Salary increases - 4% increase effective 01/01/14; 3% increase effective 01/01/15; 6th step 5% effective 01/01/15
- Uniform Allowance - Increased to \$1,300 a year
- Health - Effective April 1, 2013

Employee	\$ 610.44
Two-party	\$1,220.88
Family	\$1587.14

City and employees to share Kaiser rate increases in 2014 and 2015 50/50

- Longevity -

Effective January 1, 2014, Police Officers and Police Sergeants who have completed 20 years of continuous service shall receive an increase of an additional 1% of current base pay.
Effective January 1, 2014, Police Officers and Police Sergeants who have completed 25 years of continuous service shall receive an increase of an additional 1% of current base pay.
- Vacation Sell Back - Sell up to 80 hours per year. Two sell back windows.
- Miscellaneous language clean-up as mutually agreed