

City of San Leandro
Letter of Understanding

Employer Paid Member Contributions (EPMC)

To resolve a CalPERS audit finding, the parties are in agreement that Sandra Spagnoli, the Police Chief, will be grouped with the San Leandro Police Management Association (SLPMA) as the closest related safety group for the purposes of reporting to CalPERS Employer Paid Member Contributions (EPMC). By following the SLPMA EPMC schedule, the Police Chief's rate of employee contribution must be accelerated by one and one-half years. To offset this EPMC acceleration, the City will reimburse the Police Chief as follows, to reflect the difference in employee contribution amounts that the Police Chief must now pay in following SLPMA's EPMC schedule, and the terms of her current contract:

1. Approximately \$13,878 will be credited to the Police Chief as an offset to the retroactive portion of the EPMC amounts owed by Sandra Spagnoli, Police Chief:

Police Chief Agreement	Employee Contribution	SLPMA MOU	Employee Contribution
1/1/2013	1% (of 9%)	1/1/2013	0% (of 9%)
1/1/2014	2%	7/1/2013	3%
1/1/2015	4%	7/1/2014	6%
1/1/2016	6.5%	6/1/2015	9%
1/1/2017	9%		

2. A lump sum of \$ _____, as negotiated between the City Manager and the Police Chief, that represents reimbursement for EPMC owed in 2016, and pursuant to the terms of the Police Chief's current contract.

Police Chief:

Sandra Spagnoli, Police Chief

Date

City of San Leandro:

Chris Zapata, City Manager

Date

ATTEST:

Tamika Greenwood, City Clerk

APPROVED AS TO FORM:

Richard D. Pio Roda, City Attorney

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