

**AMENDMENT NO. 1 TO EMPLOYMENT AGREEMENT BETWEEN
THE CITY OF SAN LEANDRO AND POLICE CHIEF ABDUL PRIDGEN**

For good and valuable consideration the receipt of which is hereby acknowledged, the City of San Leandro and Abdul Pridgen mutually agree to amend Police Chief Pridgen's current employment agreement, dated _____ ("Agreement") as follows:

- A. The Term of the Agreement is amended so that the term shall be five years from when it was initially executed, which is September 13, 2026.
- B. The management incentive pay currently accorded to department heads at the rate of 120 hours per calendar year shall be rolled into the Chief's base salary effective January 1, 2023.
- C. Effective January 1, 2023, the Chief's current annual salary shall increase by 6.6%. Thereafter, the annual salary shall increase as follows:

A four percent (4%) across the salary schedule adjustment effective July 1, 2024.

A four percent (4%) across the salary schedule adjustment effective July 1, 2025.

A three percent (3%) across the salary schedule adjustment effective July 1, 2026.

Salary schedules are provided as Attachment B.

- D. Chief agrees to Employee Cost Sharing towards the employer's pension contribution rate as follows:

Effective January 1, 2023, Chief will pay a total of one percent (1%) towards the employer's contribution rate.

Effective July 1, 2024, Chief will pay a total of one and one-half (1.5%) percent towards the employer's pension contribution rate.

Effective July 1, 2025, employees will pay a total of two (2%) percent towards the employer's pension contribution rate.

Pursuant to IRS Code Section 414(h)(2), these payments shall be made on a pre-tax basis. As soon as administratively feasible, the City will amend its contract with CalPERS to include Employee Cost Sharing as set forth in Government Code Section 20516(a).

These additional employee pension contributions shall be credited to employee's CalPERS account as a normal contribution.

- E. Chief shall accrue vacation leave and vacation time carry-over in accordance with the current San Leandro Police Management Association (SLPMA) MOU. Effective January 1, 2023, and for every year thereafter during the remainder of the Term, Chief's vacation accrual shall be 25 days/180 hours per year. Chief shall also receive a one-time credit of 80 hours added to his vacation bank upon approval of this amendment. Chief is permitted to sell back unused vacation as provided in the SLPMA MOU.
- F. **Effect**: Except as modified by this amendment, the agreement and all of its terms, conditions, and provisions shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment the date written below.

CITY OF SAN LEANDRO

POLICE CHIEF

Frances Robustelli

Abdul Pridgen

Date: _____

Date: _____

CITY OF SAN LEANDRO
Police Chief
Salary Schedule
Effective 1/1/2023

CLASSIFICATION	Monthly
Police Chief	25,255

CITY OF SAN LEANDRO
Police Chief
Salary Schedule
Effective 7/1/2024

CLASSIFICATION	Monthly
Police Chief	26,265

CITY OF SAN LEANDRO
Police Chief
Salary Schedule
Effective 7/1/2025

CLASSIFICATION	Monthly
Police Chief	27,316

CITY OF SAN LEANDRO
Police Chief
Salary Schedule
Effective 7/1/2026

CLASSIFICATION	Monthly
Police Chief	28,135