

City of San Leandro
Letter of Understanding

Employer Paid Member Contributions (EPMC)

To resolve a CalPERS audit finding, the parties are in agreement that City Manager will be grouped with the Assistant City Manager in a non-represented executive management group for the purposes of Employer Paid Member Contributions (EPMC). The City Manager would receive the same EPMC as specified in the Assistant City Manager's employment agreement for the period January 1, 2013 through December 31, 2017.

City Manager Agreement	Employee Contribution	Assistant CM Agreement	Employee Contribution
1/1/2013	7% (of 7%)	1/1/2013	1% (of 8%)
1/1/2014	7% (of 7%)	1/1/2014	2% (of 8%)
1/1/2015	7% (of 7%)	1/1/2015	4% (of 8%)
1/1/2016	7% (of 7%)	1/1/2016	6% (of 8%)
1/1/2017	7% (of 7%)	1/1/2017	8% (of 8%)

It is understood and acknowledged that the City Manager has been paying his full employee contribution of 7% to PERS since his hire date of January 30, 2012. Grouping the City Manager and the Assistant City Manager together for retirement purposes results in reimbursement of employee paid member contributions to the City Manager of approximately \$29,000. Upon receipt of the pay back, the City Manager will donate the entire amount to charitable organizations in the San Leandro community chosen at his discretion and prior to the termination of his employment.

City Manager:

Chris Zapata, City Manager

Date

City of San Leandro:

Pauline Russo Cutter, Mayor

Date

ATTEST:

Tamika Greenwood, City Clerk

APPROVED AS TO FORM:

Richard D. Pio Roda, City Attorney