



# CITY OF SAN MATEO

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## Agenda Report

Agenda Number: 19

Section Name: {{section.name}}

Account Number: 10-1511

File ID: {{item.tracking\_number}}

**TO:** City Council  
**FROM:** Alex Khojikian, City Manager  
**PREPARED BY:** City Clerk's Office  
**MEETING DATE:** September 16, 2024  
**SUBJECT:**  
Police Sergeant's Association – Memorandum of Understanding Changes

### RECOMMENDATION:

Adopt a Resolution to amend the Memorandum of Understanding with the Police Sergeant's Association for a term through January 3, 2027, and to approve a supplemental budget appropriation in the amount of \$100,000.

### BACKGROUND:

The Police Sergeant's Association (PSA) represents approximately 16 employees. The contract with this bargaining unit expired on June 22, 2024. Negotiations with the PSA have concluded, and the membership has ratified the proposed changes to their Memorandum of Understanding.

Consistent with the direction provided by the City Council, negotiators for the City and the bargaining unit have reached agreement. These agreements include:

**Term:** The contract will be for a period of two and a half (2.5) years, expiring on January 3, 2027. This brings their contract into alignment with the Police Officer's Association MOU.

**Salary:** The bargaining unit will receive a 3.0% salary increase and an additional 1.0% increase for additional community-based training requirements implemented by the Department, effective the pay period including January 5, 2025. The bargaining unit will receive a 3.0% salary increase and an additional 2.0% for community-based training requirements implemented by the Department, effective the pay period including January 4, 2026.

**Educational Incentives:** Effective the first full pay period following Council adoption of this agreement, members who possess a POST Advanced Certificate are eligible for a 9% differential of base pay and members who complete the California POST Sherman Block Supervisory Leadership Institute training program are eligible to receive a 4% differential of base pay.

**Duty Differentials:** The bargaining unit will be eligible for new duty differentials effective the first full pay period following adoption including a five (5%) work differential for Field Training Sergeant Premium, a five (5%) differential for Traffic Detail Premium, and a half percent (.5%) differential for Supervisor Premium when assigned to at least two specific supervisory assignments.

**Other:** There are language changes relating to departmental operations and housekeeping language that amend some of the terms and conditions of the contract.

**BUDGET IMPACT:**

A supplemental budget appropriation of available fund balance in the General Fund of \$100,000 for the Police Department's 2024-25 operating budget is required to accommodate the negotiated increases.

**ENVIRONMENTAL DETERMINATION:**

This tentative agreement is not a project subject to CEQA, because it is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment. (CEQA Guidelines Section 15378(b)(4).)

**NOTICE PROVIDED**

All meeting noticing requirements were met.

**ATTACHMENTS**

Att 1 - Proposed Resolution

Exhibit A - Tentative Agreement

**STAFF CONTACT**

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