

CITY OF SAN MATEO
RESOLUTION NO. ____ (2024)

**APPROVING AMENDMENTS TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE
CITY OF SAN MATEO AND THE POLICE SERGEANTS' ASSOCIATION UNIT**

WHEREAS, the amendments are related to salary, term, other pays and miscellaneous language changes relating to departmental operations, and language clarity for the unit; and

WHEREAS, the parties have met and conferred, and have reached tentative agreement to amend the Unit's MOU; and

WHEREAS, the Unit has ratified the Tentative Agreement.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SAN MATEO, CALIFORNIA, HEREBY RESOLVES that:

1. 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).)
2. The amendments to the Memorandum of Understanding for the Police Sergeants' Association, set forth in the Tentative Agreements attached as Exhibit A, are approved and summarized as follows:

Term: The contract will be for a period of two and a half years, expiring on January 3, 2027.

Salary: The bargaining unit has received a 4.0% salary increase and an additional 1.0% for community-based training requirements implemented by the Department, effective the pay period including January 22, 2024. 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 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.

Holidays and Holiday-in-lieu: As a result of Juneteenth being declared a City holiday, the holiday-in-lieu percentage was increased from 5.0% to 5.4% effective the pay period including January 22, 2024.

Duty Differentials: The bargaining unit will be eligible for new duty differentials effective the first full pay period including September 16, 2024 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.