



CITY OF SAN MATEO

City Hall
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Agenda Report

Agenda Number: 24

Section Name: {{section.name}}

Account Number:

File ID: {{item.tracking_number}}

TO: City Council

FROM: Alex Khojikian, City Manager

PREPARED BY: Human Resource Department

MEETING DATE: December 09, 2024

SUBJECT:

San Mateo Police Sergeants' Association — Memorandum of Understanding Changes

RECOMMENDATION:

Adopt a Resolution to amend the Memorandum of Understanding with the San Mateo Police Sergeants' Association for a term through January 3, 2027.

BACKGROUND:

The San Mateo Police Sergeants' Association (Sergeants) represents approximately 20 employees. The contract with this bargaining unit expired on June 22, 2024.

Negotiations with the Sergeants concluded on September 9, 2024 and the membership then 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 reached a tentative agreement. However, there was an error in the tentative agreement signed September 10, 2024. The error concerned the holiday-in-lieu compensation. It should have been 5.4 percent and not 5.0 percent due to the fact the City recognized Juneteenth as a City holiday. The terms of the Tentative Agreement are otherwise unchanged. A revised tentative agreement was signed on November 19, 2024.

BUDGET IMPACT:

On September 16, 2024, the City Council approved a supplemental budget appropriation of \$100,000 from the General Fund to accommodate the negotiated increases.

ENVIRONMENTAL DETERMINATION:

This amended Tentative Agreement amendment 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

Exhibit B – Reso 87 Sergeants' Association MOU

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