



CITY OF SAN MATEO

City Hall
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Agenda Report

Agenda Number: 13

Section Name: {{section.name}}

File ID: {{item.tracking_number}}

TO: City Council

FROM: Drew Corbett, City Manager

PREPARED BY: Human Resources Department

MEETING DATE: April 04, 2022

SUBJECT:

San Mateo Police Sergeants' Association – Memorandum of Understanding Amendment

RECOMMENDATION:

Adopt a Resolution to amend the Memorandum of Understanding with the San Mateo Police Sergeants' Association for a term through June 22, 2024.

BACKGROUND:

The San Mateo Police Sergeants' Association (hereafter "Association") represents 17 employees.

The contract with this bargaining unit expired on June 26, 2021. Negotiations with the Association concluded on March 16, 2022, and the membership subsequently 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 three years, expiring on June 22, 2024.

Salary: The bargaining unit will receive a 4.0% salary increase effective April 17, 2022, and a 4.0% increase effective June 25, 2023.

Overtime Hours: Comp time accrual limit increased from 96 hours to 132 hours.

Salary Advancement: Internal employees promoted to the rank of Police Sergeant will be placed at Step 4 of the Sergeants salary schedule.

Holiday (Option B): Convert holiday credit for employees that work without regard to holidays from holiday hours to holiday-in-lieu pay.

Retiree Health Savings Account (RHSA): During the term of the MOU, the City agrees to reopen this article at the request of the Association, to replace RHSA with the PORAC Retiree Medical Trust.

Educational Incentive Pay: Provide a 3.0% differential for employees who complete the California P.O.S.T. Sherman Block Supervisory Leadership Institute training program.

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 \$46,062 for the Police Department's 2021-22 operating budget is required to accommodate the negotiated increases.

ENVIRONMENTAL DETERMINATION:

This item 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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