

Letter Of Understanding

Between the San Mateo City Employees' Association and the City of San Mateo

The Memorandum of Understanding (MOU between the San Mateo City Employees Association (hereafter "Association") and the City of San Mateo (hereafter "City") is set to expire as of 11:59pm, June 25, 2022

MOU Section 24.11, Retirement Health Savings Account, states that the Association may elect to change the conversion of separation pay arrangement for each successive calendar year of the Agreement.

The Association has elected to change the conversion of separation pay arrangement for calendar year 2022.

All employee service or disability retirements occurring between January 1, 2022 and December 31, 2022 shall be handled in the following manner:

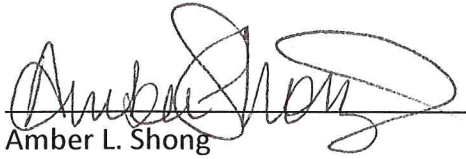
Years of Merit Service	<u>Contribution Elections</u>
Less than 14 years	100% of all eligible accrued leaves shall be contributed to RHSA
14-19 years and 275 days of service	All eligible accrued sick leave shall be contributed to RHSA, and all other eligible accrued leaves shall be in cash
More than 19 years and 275 days of service – 34 years of service	100% of all eligible accrued leaves shall be contributed to RHSA
More than 34 years of service	All eligible accrued sick leave shall be contributed to RHSA, and all other eligible accrued leaves shall be in cash

At the time of non-retirement separation from City merit employment, employees shall contribute no accrued leaves to his/her RHSA.

The Association may elect to change the above conversion of separation pay arrangement for each successive calendar year of this Agreement. The Association must notify the City's Human Resources Department in writing no later than November 30 of the change (s) to be made for the following calendar year.

During the term of the MOU, employees in this bargaining unit may elect to contribute a set of salary to the RHSA. The City shall be notified of any such election sixty (60) days prior to the effective date.

SM City Employee's Association



Amber L. Shong

Vice-President SMCEA

City of San Mateo



Teresa Abrahamsohn

Human Resources Director

cc: Bahar Abdollahi, Assistant City Attorney
Erin Offield, Payroll Supervisor
Human Resources Staff