

Letter Of Understanding

Between the San Mateo Safety Management Association and the City of San Mateo

The Memorandum of Understanding (MOU) between the San Mateo Safety Management Association (hereafter "Safety Management") and the City of San Mateo (hereafter "City") is set to expire as of 11:59 pm, June 21, 2026. The City and Safety Management seek to be in agreement to increase the holiday-in-lieu pay as a result of The City recognizing Juneteenth as a City holiday. The increase in holiday-in-lieu pay would be effective the first full pay period following adoption by City Council. Therefore, the following will be added to the MOU:

12.0 HOLIDAYS

12.1 Holidays Observed

The holidays to be observed are as follows:

- A. New Year's Day, January 1st
- B. Martin Luther King's Birthday, 3rd Monday in January
- C. President's Day, 3rd Monday in February
- D. Memorial Day, last Monday in May
- E. **Juneteenth, June 19th**
- F. Independence Day, July 4th
- G. Labor Day, 1st Monday in September
- H. Veterans Day, November 11
- I. Thanksgiving Day, 4th Thursday in November
- J. The day after Thanksgiving
- K. Christmas Day, December 25th
- L. Every day approved by the City Council as a public holiday, public fast, or day of mourning.
- M. Three (3) floating holidays.

12.2 Holiday Factor and Differential

Police Command Staff cannot always take holidays when they fall. Police Command Staff shall be compensated for ~~thirteen~~ **fourteen (134)** holidays a year by being placed on a bi-weekly holiday factor, pro-rated for partial pay periods. Effective March 22, 2020, Police Captains and Police Lieutenants shall instead receive holiday-in-lieu pay at the rate of 5.~~04~~% of base pay each pay period.

SAFETY MANAGEMENT UNIT

CITY OF SAN MATEO

Matthew Earnshaw
Matthew Earnshaw
President, Safety Management Unit

Alex Khojikian
Alex Khojikian
City Manager

2/14/2024
Date

2/13/2024
Date