<u>Letter Of Understanding</u>

Between the San Mateo Police Sergeants' Unit and the City of San Mateo

The Memorandum of Understanding (MOU) between the San Mateo Police Sergeants' Unit (hereafter "Sergeants") and the City of San Mateo (hereafter "City") is set to expire as of 11:59 pm, June 22, 2024. The City and the Sergeants 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:

Article 19- Holidays

19.1   The holidays to be observed are as follows:

(1) New Year's Day, January 1st.
(2) Martin Luther King's Birthday, 3rd Monday in January
(3) Washington's Birthday, 3rd Monday in February.
(4) Memorial Day, last Monday in May.
(5) Juneteenth, June 19th
(6) Independence Day, July 4th.
(7) Labor Day, 1st Monday in September.
(8) Veterans Day, November 11.
(9) Thanksgiving Day, 4th Thursday in November.
(10) The day after Thanksgiving.
(11) Christmas Day, December 25th.
(12) Three (3) floating holidays to be taken on working days mutually agreeable to the employee and the department.
(13) Every day approved by the City Council as a public holiday, public fast, Thanksgiving or day of mourning.

19.2   <u>Holiday Factor and Differential</u>

Employees cannot always take holidays when they fall. Effective June 26, 2022, employees shall not accrue paid leave for the City's designated holidays. In recognition of this, employees shall receive holiday-in-lieu pay at the rate of 5.04% of base pay each pay period.

Remaining accrued holiday balances shall be used by the last pay period in May 2023. Holiday leave will not be reportable to CalPERS after the pay period ending June 26, 2021.

POLICE SERGEANTS' UNIT   CITY OF SAN MATEO

_Kurt Rodenspiel_____   _Alex Khojikian_____
Kurt Rodenspiel   Alex Khojikian
President, Sergeants' Unit   City Manager
2/15/2024   2/13/2024
_____   _____
Date   Date