

LETTER OF UNDERSTANDING
Between the City of San Mateo Police Officers Association
and
the City of San Mateo

Retirement Health Savings

The City and the Union hereby agree:

Beginning the first Full Pay Period following council adoption of this agreement, the City shall contribute 2% of base salary, per pay period, to the Retirement Health Savings accounts of those employees aged 45 or over with 15 or more years of City service. Employees who become eligible for this contribution during the term of the agreement shall begin receiving contributions in the first full pay period following establishing eligibility. The continuation of this provision beyond the term of the contract would need to be made by mutual agreement between the parties.

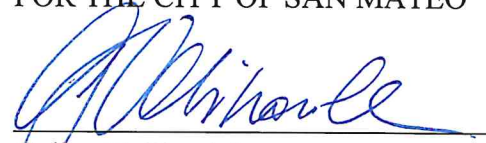
Dated: 10/8/2018

FOR THE POLICE OFFICERS' ASSOCIATION



Nickolas Morsilli

FOR THE CITY OF SAN MATEO



Galina Velikovich