

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

The Memorandum of Understanding (MOU) between the San Mateo Police Officers' Association ("Association") and the City of San Mateo ("City") is set to expire at the close of business at midnight, June 30, 2021.

MOU Article 35.4 Retirement Health Savings Account - Separation Pays states 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 2019 in the following manner:

- At the time of service or disability retirement from City merit employment, no accrued leaves shall be contributed to the employee's RHSA.
- At the time of non-retirement separation from City merit employment, no accrued leaves shall be contributed to the employee's RHSA.

Dated: 12/3/2018

POLICE OFFICERS' ASSOCIATION



Nickolas Morsilli
Police Officer / President of POA

CITY OF SAN MATEO



Casey Echarte
Human Resources Director