

LETTER OF UNDERSTANDING

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

The City and the Association hereby agree to recommend an amendment to the Memorandum of Understanding as follows:

**Article 14 - Base Pay and Premium Pay Calculation**

The annual hourly factor used to calculate the hourly rate for premium pay is two thousand and eighty (2,080) hours. Base salary shall be predicated on two thousand and eighty (2,080) hours. The hourly rate is used to determine the following premium pay benefits:

Traffic Sergeant	Educational Incentive
Bilingual	Standby Alert
Overtime Pay	Vacation Buy-Back
Out of Class Pay	Detective Differential
PAL Director/Youth Services Division	
Training and Recruitment Sergeant	Crime Reduction Unit (CRU)
<u>Police Administrative Patrol Sergeant</u>	

The master salary schedule shall have equal differentials between regular steps. There may be open ranges for promotions.

16.3 Other Duty Differentials

A five percent (5%) work differential will be paid to those Police Sergeants assigned to the Investigations unit, Traffic Detail, PAL/Youth Services Bureau Director, Crime Reduction Unit (CRU), and Training and Recruitment Sergeant.

Effective November 17, 2019, the 5% work differential shall also be paid to the Police Administrative Patrol Sergeant.

Dated: 10/22/19

FOR THE POLICE SERGEANTS' ASSOCIATION

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FOR THE CITY OF SAN MATEO

