

November 29, 2022

Teresa Abrahamson
Human Resources
City of San Mateo
330 W. 20th Avenue
San Mateo, CA 94403

Dear Teresa:

Please accept this as our formal notification to forgo all eligible accrued leaves to be deposited into our members RHSA account for the year 2023 per MOU section 26.6. The Association elects to have all eligible accruals converted to a lump sum payment to all members upon retirement in 2023. The Association understands this election will be in effect unless notification is made each successive year.

Please let me know if you need anything else or if you have any questions.

26.6 Retirement Health Savings Account

At the time of service or disability retirement from City merit employment, all eligible 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.

The Association may elect to change the above contributions and/or conversion of separation pay arrangements for each successive calendar year of this Agreement. The Association must notify the City's Human Resources Department in writing no later than November 30th of the change(s) to be made for the following calendar year. In the event notification is not received by the deadline, the contributions and separation pay arrangements in effect at the time will continue for the Safety Management MOU 2020-2023.

Best,

Matthew Earnshaw
President
Safety Management Association