

Exhibit A

**Sideletter of Agreement
Between
Police Sergeants' Unit
and
City of San Mateo
1/24/2025**

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, January 3, 2027. The City and the Sergeants seek to establish clarity around overtime as applicable to certain premiums. Therefore, the following will be added to the MOU and this sideletter of agreement will be effective the full pay period after adoption by the City Council:

Article 15- Overtime

15.4 Overtime worked shall be paid for at one and one-half (1-1/2) times the employee's established rate of pay. Fair Labor Standards Act (FLSA) overtime will be calculated according to FLSA requirements, while MOU overtime will include incentives that have been negotiated to be incorporated into the calculation. Premiums included in the MOU overtime rate are:

- Detective Division
- Traffic Detail
- Motorcycle Patrol Unit
- Gang Detail Assignment
- Support Services Sergeant
- Youth Services Unit
- Field Training Sergeant
- Police Administrative Sergeant

POLICE SERGEANTS' UNIT

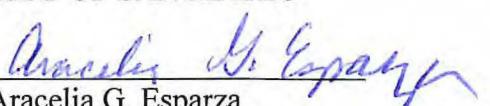


Scott Valencia
President, Sergeants' Unit

1/24/25

Date

CITY OF SAN MATEO



Aracelia G. Esparza
Human Resources Director

1/24/2025

Date