

**November 13, 2025**

Yumi Maeda  
Human Resources  
City of San Mateo  
330 W. 20th Avenue  
San Mateo, CA 94403

Dear Yumi:

Please accept this as our formal notification to forgo all eligible accrued leaves to be deposited into our members' RHSA account for the year **2026** per MOU section 26.6. The Sergeant's Association elects to have all eligible accruals converted to a lump-sum payment to all members upon retirement in **2026**. The Sergeant's 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.

*Article 45-Retiree Medical Account: 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 following calendar year.*

Best,

Scott Valencia  
President  
Sergeant's Association