

San Mateo Police Officers' Association and City of San Mateo

Letter of Agreement

The parties have agreed to amend the August 27, 2006 through August 21, 2010 Memorandum of Understanding as follows:

Section 33.1 Compensation Increases During the Term of this Agreement

The second paragraph of this subsection is replaced as follows:

Effective the second full pay period of April 2008, the Association will receive an across the board increase of 2.50%. In August 2008, the Association will be given a market median salary adjustment based on its two benchmarks, as outlined below, in accordance with the salary survey completed. Effective April 18, 2010, the Association will receive an across the board increase of 2.50%. Effective August 22, 2010, the Association will receive an across the board increase of 2.50%.

Section 33.5 Retiree Health Savings Account – Employee Contribution

The City shall not deduct 1% of each Association members' salary and deposit the monies into a Retirement Health Savings Account (RHSA) effective August 2009. However, during the term of this MOU, Association members may elect to contribute a set amount of salary to the RHSA. The City shall be notified of any such election sixty (60) days prior to the effective date.

The parties agree to meet prior to August 21, 2010 and modify the existing RHSA plan to be compliant with IRS rulings covering individual contributions and separation pay.

Section 41 Termination of Agreement

By mutual agreement of both parties, the current Memorandum of Understanding between the City of San Mateo and the Police Officers' Association Agreement shall be extended for one calendar year and will terminate as of the close of business at midnight, August 20, 2011.

Date: June 25, 2009

For the POA:



Jeff Dick
President

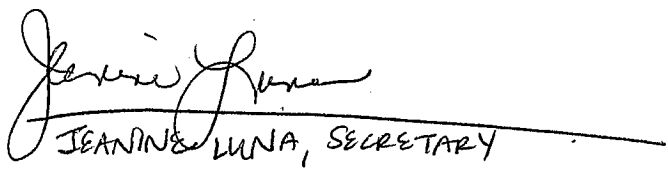
For the City:



Casey Echarte



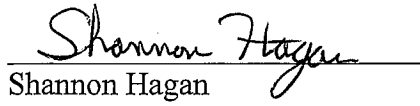
Richard Decker
Vice President



JEANINE LUNA, SECRETARY



Anthony Riccardi
Treasurer



Shannon Hagan
Director-at-Large