

**Exhibit A**

**Side Letter of Agreement  
Between the  
San Mateo Consolidated Fire (SMC Fire)  
and  
San Mateo County Firefighters Local 2400 International Association of Firefighters  
Battalion Chiefs, District 13**


**Re: Holiday In-Lieu Pay**


The purpose of this Side Letter of Agreement is to correct a clerical error that listed the percentage of holiday-in-lieu pay for Battalion Chiefs as 5.25% when it should have been 6.0%.

**ARTICLE II  
HOLIDAYS**

**Section 2 – Holiday In-Lieu Pay**

Fire Battalion Chiefs shall receive holiday in-lieu pay in the amount of ~~5.25~~ 6.0% of their base pay in-lieu of twelve (12) City/District recognized holidays. Fire Battalion Chiefs wishing to take a holiday off will need to use other available leaves.

  
Anthony Agresti (Jan 30, 2025 15:16 PST)  
IAFF, Local 2400, District 13  
Anthony Agresti  
Jan 30, 2025  
Date

  
Aracelia Esparza (Jan 30, 2025 14:35 PST)  
City of San Mateo  
Aracelia Esparza, HR Director  
Jan 30, 2025  
Date











# Exhibit A Letter of Understanding\_holiday-in-lieu

Final Audit Report

2025-01-30

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