

Side Letter of Understanding Between the City of San Mateo (“City”) and the SEIU Local 521, Maintenance Unit

Re: Temporary Increase in Compensatory Time

The purpose of this Side Letter is to increase compensatory time for Wastewater Treatment Operators on a temporary basis.

7.5 Compensatory Time in Lieu of Overtime

As allowable under the Fair Labor Standards Act, a worker may waive direct payment of overtime and in lieu thereof may accumulate time off at the time and one-half 1½ rate to a maximum of eighty (80) hours. Such time off shall be taken at the discretion of the Department Head, with due regard for the desires of the worker and the workload of the department.

Effective February 16, 2025 through December 31, 2026, the maximum compensatory time in lieu of overtime of eighty (80) hours for the Wastewater Treatment Operators will increase to one hundred (100) hours temporarily due to the newly developed Wastewater Treatment Plant. Effective January 1, 2027, the maximum will revert back to eighty (80) hours and any hours in excess of eighty (80) will be cashed out.

Eric Rosenthal

SEIU Local 521, Maintenance Unit
Eric Rosenthal

2/11/2025

Date

Aracelia Esparza

City of San Mateo
Aracelia Esparza, HR Director

2/11/2025

Date