

## Exhibit A

## Side Letter of Understanding Between the City of San Mateo and the San Mateo City Employees' Association (SMCEA)

**Re: Salary Increase**

The purpose of this Side Letter is to implement additional equity adjustments with a shared goal that brings the below classifications within the bargaining unit to market median for total compensation in accordance with SMCEA MOU Section 12.2 Market Place and Compensation Survey Data.

As a result of the total compensation survey prepared by Bryce Consultants in accordance with Section 12.2, the following salary increases will become effective the first full pay period following Council adoption:

Classification	Recommended Adjustment	Number of FTE	Filled FTE	Estimated Cost
Engineering Technician II	3.64%	5	4	\$22,800
Housing Specialist II	3.68%	2	2	\$10,000
Plan Checker II	5.34%	5	5	\$40,000
Community Services Supervisor	7%	19	14	\$160,000
Systems Analyst II	1.76%	5	5	\$12,100
HR Technician	5.33%	3	3	\$28,700
Accountant I	3.54%	2	2	\$8,500
<b>Totals</b>		41	35	<b>\$282,100</b>

SMCEA

Peter Hoffmann

Peter Hoffmann

2/5/2025

Date

City of San Mateo

Stacey Cue

Stacey Cue

2/5/2025

Date