

Side Letter of Agreement
Between the
City of San Mateo
and
San Mateo Safety Management Association

March 10, 2025

Revision- Compensation Increases During the Term of this Agreement

The purpose of this Side Letter is to correct a typographical error in the 2023-2026 San Mateo Safety Management Association (SMSMA) MOU.

7.3 Compensation Increases During the Term of this Agreement

Effective July 9, 2023, employees will receive a four percent (4.0%) across the board increase. The effective date of this increase is in recognition of the pause in the negotiation process due to the City's change of City Manager. The union acknowledges this is an extraordinary circumstance and not a departure from the City's long-standing practice of adopting MOU's with salary effective dates the pay period following adoption or later.

Effective June 23, 2024, employees will receive a three percent (3.0%) across the board increase. Effective June 22, 2025, employees will receive a ~~two~~three percent (3.0%) across the board increase.

San Mateo Safety Management Association

Matthew Earnshaw

Matt Earnshaw
President

3/12/2025

Date

City of San Mateo

Aracelia Esparza

Aracelia Esparza
Human Resources Director

3/12/2025

Date