

Exhibit A

Side Letter of Agreement Between the City of San Mateo and the SEIU Maintenance, Local 521  
(SEIU)

**Re: Salary Increase**

**Intent:** The intent is to implement equity salary adjustments.

Upon the request of the union, a third party consultant conducted a classification and compensation study in accordance with SEIU Maintenance MOU Sections 14.2 and 31.3.

The following salary increases will be effective the first full pay period following Council adoption:

- Traffic and Lighting Technician 0.25%
- Custodian 2.46%
- Maintenance Planner 11.16%
- Instrument Control Technician 11.16%
- Wastewater Treatment Plant Electrical Technician 11.16%

Within 30 days from the date of Council adoption, the City will request a classification review from a third party consultant for the Traffic and Lighting Technician classification.

This will settle all outstanding items related to the City's obligations under SEIU Maintenance MOU Sections 14.2 and 31.3.

SEIU MAINTENANCE UNIT

CITY OF SAN MATEO

By Eric Rosenthal  
Eric Rosenthal

By Stacey Cue  
Stacey Cue

3/21/2025  
Date

3/21/2025  
Date