

LETTER OF UNDERSTANDING

Between the San Mateo Management Employees' Association and the City of San Mateo

7.4 Compensation Increases During the Term of this Agreement

Effective April 5, 2020, the Unit will receive an across the board increase of 2.5%. Effective April 4, 2021, the Unit will receive an across the board increase of 2.0%. Effective April 3, 2022, the Unit will receive an across the board increase of ~~14.0%~~ 14.0%. Effective April 2, 2023, the Unit will receive an across the board increase of ~~14.0%~~ 14.0%. Effective March 31, 2024, the Unit will receive an across the board increase of 1.0%.

~~In the event that the City's General Fund actual revenues for fiscal years 2021-22 and 2022-23 are greater than or equal to \$141.4M and \$144.6M, respectively, the City will reopen negotiations with the Association for potential compensation increases. The City's ability to potentially provide additional compensation will also factor in expenditures, particularly those related to pension and healthcare costs, that are greater than expected.~~

25.4 Deferred Compensation for Members of the Bargaining Unit

Employees are eligible to participate in the City-offered deferred compensation 457 plans. The City shall pay biweekly contributions of an amount equal to 1.5% of the employee's base salary into his/her deferred compensation 457 plan for all Association members. Effective June 27, 2021, the City's contribution shall be 0.50%. ~~Effective June 25, 2023, the City's contribution shall be 0.75%.~~ The City's contribution shall return to 1.5% on ~~June 23~~ April 3, 2024 ~~2022~~.

Effective May 7, 2017, on a biweekly basis the City shall match up to an additional 1.0% of an employee's contribution into his/her deferred compensation 457 plan for all Association members.

Effective with the City's change to the calculation of the FLSA overtime rate to exclude 'pool money' (the City contribution to the cost of medical insurance premiums) from the calculation, for employees in non-exempt classifications only hired on or before the effective date of the change, the City shall make bi-weekly contributions of an amount equal to zero point nine percent (0.9%) of the employee's base salary into his/her deferred compensation 457 plan in recognition that 'pool money' will no longer be included in calculation of the FLSA overtime rate. This contribution ceases when the employee leaves the bargaining unit or moves into an exempt classification.

Dated: 2/28/2022

FOR THE SMMEA

FOR THE CITY OF SAN MATEO

By: Kevin Kobayashi
Kevin Kobayashi, President

By: Teresa Abrahamsohn
Teresa Abrahamsohn,
Human Resources Director

cc: Prasanna Rasiah, City Attorney
Erin Offield, Payroll Supervisor
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