

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:

<b>Classification</b>	<b>Recommended Adjustment</b>	<b>Number of FTE</b>	<b>Filled FTE</b>	<b>Estimated Cost</b>
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*

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Peter Hoffmann

2/5/2025

\_\_\_\_\_  
Date

City of San Mateo

*Stacey Cue*

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Stacey Cue

2/5/2025

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Date