

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

City of San Mateo

Matthew Earnshaw  
Matt Earnshaw  
President

Aracelia Esparza  
Aracelia Esparza  
Human Resources Director

3/12/2025  
Date

3/12/2025  
Date