

SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF SANTA MONICA

AND

MUNICIPAL EMPLOYEES ASSOCIATION

This Side Letter memorializes agreements reached between the City of Santa Monica (the "City") and the Municipal Employees Association ("MEA"), to reflect agreed-upon amendments to the Memorandum of Understanding, Contract No. 10543 (CCS) ("MOU") entered into between the City and MEA for the term of July 1, 2017, through June 30, 2019. Except as outlined below, all terms and conditions of the existing MOU shall remain in full force and effect. Following City Council approval, effective July 1, 2019, the MOU between the City and MEA shall be modified as follows:

1. **Article 1. General Provisions, Section 1.03, Term of Agreement**, is deleted and replaced as follows:

This Agreement is effective as of July 1, 2017, and will remain in full force and effect until June 30, 2020. The parties are encouraged to notify each other of a desire to modify this Agreement on or before March 1, 2020. Negotiations will be scheduled promptly following any such notification.

2. **Article 2. Compensation, Section 2.02, Salaries** is modified to add the following Subsection E as follows:

Effective July 1, 2019, salary steps 1 through 5 of the job classifications represented herein shall be increased by 1.5%.

The City shall pay to each MEA employee who is employed with the City as of July 1, 2019, a one-time lump sum payment (roll-over bonus) of \$200. Such payment shall be paid as soon as practicable after City Council approval of the Side Letter.

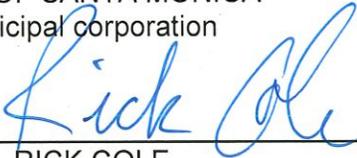
This provision sunsets following the one-time payment and no new employees hired after July 1, 2019, qualifies for this roll-over bonus. This bonus is not considered "salary" and shall not be included or reported as compensation for purposes of retirement benefit calculations. This bonus is subject to all applicable State and Federal income taxes and withholdings.

IN WITNESS WHEREOF, the parties hereto have caused this Side Letter of Agreement to be executed this 23rd day of August, 2019.

ATTEST:


DENISE ANDERSON-WARREN
City Clerk

CITY OF SANTA MONICA
a municipal corporation

By: 
RICK COLE
City Manager

APPROVED AS TO FORM:


LANE DILG
City Attorney

MUNICIPAL EMPLOYEES ASSOCIATION

BY: 
SHERI BATALLA
MEA President