

SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF SANTA MONICA

AND

PUBLIC ATTORNEYS' LEGAL SUPPORT STAFF UNION

This side letter memorializes an agreement reached between the City of Santa Monica ("City") and the Public Attorneys' Legal Support Staff Union ("PALSSU"), to reflect agreed upon amendments to the July 1, 2015 - June 30, 2018 Memorandum of Understanding ("MOU") entered into between the City and PALSSU. All other terms and conditions of the existing MOU shall remain in full force and effect. The changes are as follows:

1. **Article I. General Provisions, Section 1.13, Definitions.** A new definition shall be inserted at Subsection L. as follows:

"PALSSU Exempt Employee" is an employee who occupies a position in a classification that has been determined by the City to be exempt from overtime as defined in the Fair Labor Standards Act (FLSA).

2. **Article II. Compensation, Section 2.10, Accounting for Time Worked.** A new paragraph shall be inserted at the end of the section as follows:

PALSSU members who have been determined by the City to be an Exempt Employee ("PALSSU Exempt Employee") are exempt employees under the Fair Labor Standards Act (FLSA) as applied to public agency employees. As a result, PALSSU Exempt Employees covered herein do not have to account for their work time on an hourly basis but must account for each full or half day of absence using appropriate accrued leave, regardless of the employee's exempt status. Further, PALSSU Exempt Employees will not be eligible to accrue paid compensatory time or be paid overtime, and must work full-time, with full-time being defined as eighty (80) hours per payroll period unless the employee has requested and obtained part-time status. However, an employee may be required to indicate how much time he/she spends on specific projects when that reporting is required for City accounting or disciplinary purposes.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed this 4th day of April, 2018

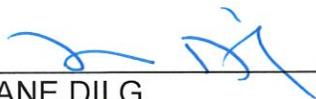
ATTEST:


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

PUBLIC ATTORNEYS' LEGAL
SUPPORT STAFF UNION

By: 
BRADLEY MICHAUD
PALSSU Representative

By: 
BRIGETTE GARAY
PALSSU Representative