

SIDE LETTER OF AGREEMENT

BETWEEN

CITY OF SANTA MONICA

AND

SANTA MONICA POLICE OFFICERS ASSOCIATION

This Side Letter memorializes an agreement reached between the City of Santa Monica (the "City") and the Santa Monica Police Officers Association ("POA"), to reflect the agreed-upon amendment to the Memorandum of Understanding, Contract No. 10498 (CCS) ("MOU") entered into between the City and POA for the term of July 1, 2017, through June 30, 2020. All other terms and conditions of the existing MOU shall remain in full force and effect. The amendment to the MOU is as follows:

1. **Article 4. Paid Leaves, Section 4.15, Personal Leave.** The first paragraph of this section is replaced with the following, to reflect an increase in the number of Police Officers and Police Sergeants allowed to be assigned as a Field Training Officer:

No more than 30 employees in the classification of Police Officer assigned as a Field Training Officer (FTO), no more than 6 employees in the classification of Police Sergeant assigned as an FTO, and all employees in the classification of Police Officer assigned "lead duties," are eligible to receive up to 80 hours of personal leave each fiscal year. At the beginning of each quarter (July 1st, October 1st, January 1st, and April 1st) of the fiscal year, an employee who has been assigned as an FTO or assigned "lead duties" shall accrue 20 hours of personal leave. The employee has until the end of the fiscal year to use the accrued personal leave. Any accrued personal leave not used shall be automatically cashed out to the employee at the end of the fiscal year in which it is accrued.

IN WITNESS WHEREOF, the parties hereto have caused this Side Letter of Agreement to be executed this 28th day of March, 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

SANTA MONICA POLICE OFFICERS ASSOCIATION

By: 
MATTHEW RICE
POA Representative