

SIDE LETTER OF AGREEMENT BETWEEN
THE CITY OF SANTA MONICA AND
THE PUBLIC ATTORNEYS UNION

This side letter memorializes an agreement reached between the City of Santa Monica (City) and the Public Attorneys Union (PAU) to reflect agreed upon amendments to the July 1, 2012-June 30, 2015 Memorandum of Understanding (MOU) entered into by the City and PAU. All other terms and conditions of the existing MOU shall remain in full force and effect. Effective July 1, 2016, the changes are as follows:

Article V. Performance Evaluations and Effect of Job Performance on Salary, Section 5.03

- D. A Deputy Attorney III whose most recent performance rating is overall ABOVE AVERAGE or better shall be eligible on his/her anniversary date to receive a performance bonus of one to five percent (1% to 5%) of his/her annual base salary. In deciding whether to award a bonus payment to an eligible employee and, if so, in what amount, the City Attorney shall consider the quality, volume, difficulty and uniqueness of the employee's work; hours worked; and other relevant considerations, including, for instance, contributions to others' work, contributions to office development and equitable considerations. PAU and City Attorney may meet and confer to further delineate or refine these bonus criteria.

IN WITNESS WHEREOF, the parties hereto have caused this Side Letter Agreement to be executed this 28 day of Sept. 2016.

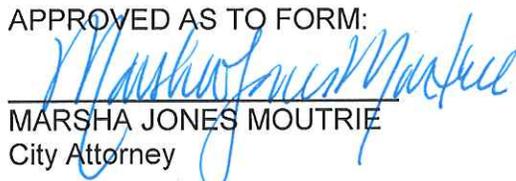
ATTEST:


DENISE ANDERSON-WARREN
City Clerk

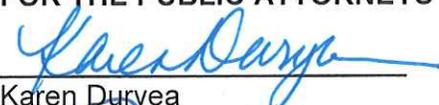
CITY OF SANTA MONICA
a municipal corporation

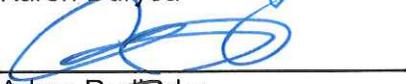
By: 
RICK COLE
City Manager

APPROVED AS TO FORM:


MARSHA JONES MOUTRIE
City Attorney

FOR THE PUBLIC ATTORNEYS UNION


Karen Durvea


Adam Radnisky


Yibin Shen