

**SIDE LETTER AGREEMENT  
BETWEEN  
THE CITY OF SANTA MONICA  
AND  
SANTA MONICA FIREFIGHTERS ASSOCIATION LOCAL 1109 IAFF**

This Side Letter memorializes an agreement reached between the City of Santa Monica (the "City") and Santa Monica Firefighters Association Local 1109 IAFF ("1109"), to reflect the agreed-upon amendment to the Memorandum of Understanding, Contract No. 10545 (CCS) ("MOU") entered into by and between the City and 1109 for the term of July 1, 2022, through June 30, 2025.

1. Section 2.11.A. of the MOU is hereby modified to read as follows:

2.11. Temporary Upgrade Pay

The following terms apply when an employee is working out of classification:

- A. Employees who work overtime may work out of the employee's job classification.
  - (1) An employee who works in a lower job classification (i.e., "work down") on an overtime basis, shall continue to receive their regular pay rate of their regularly assigned classification.
  - (2) Employees are not permitted to accrue compensatory time off in lieu of overtime pay while "working down."
  - (3) No employee may work in a lower classification (e.g. Engineer as Firefighter, Captain as Engineer) unless the City and Local 1109 mutually agree otherwise.


2. Except as modified by this Side Letter, all other terms and conditions of the MOU shall remain in full force and effect.
3. This Side Letter is effective for the term of October 8, 2023, through June 30, 2025.

IN WITNESS WHEREOF, the parties hereto have caused this Side Letter Agreement to be executed on 4/15/2024.

CITY OF SANTA MONICA


ATTEST:

a municipal corporation


DocuSigned by:  
  
7032651F371E430...  
NIKIMA NEWSOME  
Interim City Clerk

By: DocuSigned by:  
  
FACEAAD3F66A489...  
DAVID WHITE  
City Manager

APPROVED AS TO FORM:

DocuSigned by:  
  
61C02D0CAE84432...  
DOUGLAS SLOAN  
City Attorney

1109

By: DocuSigned by:  
  
782601C6DA15484...  
RYAN SHOOK  
1109 Representative