

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 2.10 of the MOU is hereby amended to read as follows:

2.10. Promotional Pay Rate

If an employee is promoted and his/her salary is equal to or greater than the entrance salary of the promotional classification, the employee's salary shall be increased to the next higher salary rate that provides a minimum five 5% percent salary increase, provided, however, that in no event shall the salary rate exceed the maximum salary rate for the new classification. If the promotion is to a supervisory position, the employee promoted shall receive not less than the next higher salary rate that provides a minimum five 5% percent salary increase above the highest salary rate being paid to a direct subordinate, provided, however, that in no event shall the salary rate exceed the maximum salary rate for the new classification. In addition, the Fire Chief will consider non-discretionary assignment bonuses which the employee was receiving prior to the promotional classification when considering the promotional pay rate.

Notwithstanding the above paragraph, effective as of July 1, 2023, the following specific promotional pay rates apply:

- A. A Firefighter who is promoted into the position of Fire Captain shall be placed at Step 3.
- B. A Firefighter-Paramedic who is promoted into the position of Fire Captain shall be placed at Step 3.
- C. A Fire Captain receiving the Paramedic bonus under section 2.08 of either 16% of top step Firefighter or 8% of base salary and who is promoted into the position of Battalion Chief shall be placed at Step 4.
- D. A Fire Captain who does not receive any Paramedic bonus under section 2.08 who is promoted into the position of Battalion Chief shall be placed at Step 3.


2. Except as modified by this Agreement, all other terms and conditions of the MOU remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Side Letter of Agreement to be executed this 10th day of January, 2023.

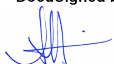
CITY OF SANTA MONICA

a municipal corporation

ATTEST:


DocuSigned by:  
  
7032651F371E430...

NIKIMA NEWSOME  
Interim City Clerk

DocuSigned by:  
  
8F483DDB94A64B7...

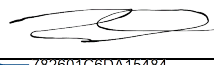
By: DAVID WHITE  
City Manager

APPROVED AS TO FORM:

DocuSigned by:  
  
61C02D0CAE84432...

DOUGLAS T. SLOAN  
City Attorney

FIRE – SM Firefighters Local 1109 IAFF

DocuSigned by:  
  
782601C6DA15484...

BY: RYAN SHOOK  
1109 Representative