

**SIDE LETTER AGREEMENT
BETWEEN
CITY OF SANTA MONICA
SUPERVISORY TEAM ASSOCIATION**


This Side Letter memorializes an agreement reached between the City of Santa Monica (the "City") and the Supervisory Team Association ("STA"), to reflect the agreed-upon amendment to the Memorandum of Understanding, Contract No. 11546 (CCS) ("MOU") entered into between the City and STA for the term of July 1, 2022, through June 30, 2025. 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. **Standby Pay.** Standby pay is added to the MOU effective July 1, 2023, and sunsets on June 30, 2025, as follows:

An employee required to serve on standby duty shall be paid a bonus of 8.5% of their base salary for those hours that they serve on standby duty. If the employee is called in to work, the employee shall remain on standby pay until they arrive at the work site, at which time they will be compensated for hours worked at the appropriate regular or overtime rate of pay. If the employee goes back on standby duty upon completion of the work for which they were called back, they will receive standby pay for the remaining hours that they are on standby duty. To be eligible for standby pay, the employee must be able to respond to their work location within 60 minutes. In addition, the employee will be reimbursed for mileage in accordance with the prevailing IRS rate if the employee is required to use their personal vehicle to drive from their regularly assigned place of work (e.g., City Yard) to and/or from the actual work site location to which they are required to respond as a part of their standby assignment.

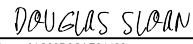
IN WITNESS WHEREOF, the parties hereto have caused this Side Letter of Agreement to be executed this 27th day of March, 2024.

ATTEST

DocuSigned by:

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NIKIMA NEWSOME
Interim City Clerk

APPROVED AS TO FORM:

DocuSigned by:

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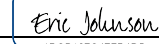
DOUGLAS SLOAN
City Attorney

CITY OF SANTA MONICA
a municipal corporation

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BY: _____
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DAVID WHITE
City Manager

SUPERVISORY TEAM ASSOCIATION

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BY: _____
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ERIC JOHNSON
President