

CONTRACT # 11741 (CCS)

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**CITY OF SANTA MONICA, CALIFORNIA**  
**AND**  
**MUNICIPAL EMPLOYEES ASSOCIATION**  
**2025 - 2030**

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## **ARTICLE I: GENERAL PROVISIONS**

### **1.01 Parties to the Memorandum of Understanding**

This Memorandum of Understanding ("MOU" or "Agreement") has been negotiated and prepared in accordance with the Meyers-Milias-Brown Act ("MMBA"), and has been executed by the City Manager on behalf of the City of Santa Monica (the "City") and by duly authorized representatives of the Municipal Employees Association ("MEA" or "Association"), on behalf of employees occupying the job classifications set forth in Exhibit A to this Agreement.

If any new job classifications are created that are proposed to be added to the bargaining unit represented by MEA the Employee Relations Officer, or the Director of Human Resources as their designee, will notify MEA prior to the Personnel Board and City Council considerations of the new classification. No classifications currently represented by MEA shall be excluded from the bargaining unit during the term of this Agreement, except by mutual agreement.

### **1.02 Purpose**

The parties agree that the purpose of this MOU is: to promote and provide harmonious relations, cooperation, and understanding between the City and the employees covered herein; to provide an orderly and equitable means of resolving differences that may arise under this Agreement, and to set forth the full agreements of the parties reached as a result of meeting and conferring in good faith regarding matters within the scope of representation for employees represented by MEA.

### **1.03 Term of Agreement**

This Agreement is effective as of July 1, 2025, and will remain in full force and effect until June 30, 2030. The parties are encouraged to notify each other of a desire to modify this Agreement on or before March 1, 2030. Negotiations will be scheduled promptly following any such notification.

### **1.04 City Council Approval**

This Agreement is of no force or effect whatsoever unless or until ratified and approved by resolution duly adopted by the City Council of the City of Santa Monica.

### **1.05 Recognized Employee Organization**

MEA is hereby acknowledged as the Recognized Employee Organization representing only the employees occupying the job classifications set forth in Exhibit A. It is the mutual understanding of the parties to this Agreement that acknowledgment of MEA, as the Recognized Employee Organization:

- A. Does not preclude employees in such job classifications from representing themselves individually in their employment relations with the City.
- B. Does not preclude or restrict the right of management officials to meet and consult with employees in such job classifications concerning their employment relations with the City.

### **1.06 Scope of Representation**

The scope of representation of the Recognized Employee Organization includes all matters relating to employment conditions and employer-employee relations including, but not limited to, wages, hours, and other terms and conditions of employment, except, however, that the scope of representation does not include consideration of the merits, necessity, or organization of any service or activity provided by law or executive order. The scope of representation shall be exercised or performed in compliance with the City's Employer-Employee Relations rules and the MMBA.

### **1.07 Full Understanding, Modification, and Waiver**

The parties agree that each has had full and unrestricted right and opportunity to make, advance, and discuss all matters properly within the scope of representation. This MOU constitutes the full and complete agreement of the parties and there are no others, oral or written, except as specified in this Agreement. Each party, for the term of this MOU, specifically waives the right to negotiate for changes herein, and agrees that the other shall not be required to negotiate for changes herein, whether or not the subjects were known to the parties at the time of execution hereof as proper subjects within the scope of representation

### **1.08 Management Rights Reserved**

The City retains all rights it had prior to this Agreement except those rights specifically delegated by this Agreement; provided that the City shall exercise those rights in compliance with applicable state law, the civil service provisions of the Municipal Code, the City Charter, and the provisions of this MOU.

The City retains all rights not specifically delegated by this Agreement, including, but not limited to, the exclusive right to:

- A. Direct, supervise, hire, promote, suspend, demote, discipline, discharge, transfer, assign, schedule, and retain employees.
- B. Relieve employees from duties because of lack of work or funds, or under conditions where continued work would be inefficient or nonproductive.
- C. Determine the services to be rendered, operations to be performed, utilization of

technology, and overall budgetary matters.

- D. Determine the appropriate job classifications and personnel by which government operations are to be conducted.
- E. Determine the overall mission of the unit of government.
- F. Maintain and improve the efficiency and effectiveness of government operations.
- G. Take any necessary actions to carry out the mission of an agency in situations of emergency.
- H. Take whatever other actions may be necessary to carry out the wishes of the public not otherwise specified above or by collective agreement.

#### **1.09 Peaceful Performance of City Services**

Participation by any employee in a strike or a concerted work stoppage terminates the employment relationship in the absence of specific written waiver of such termination by an authorized management official.

- A. Neither party to this Agreement will participate in, encourage, assist or condone any strike, concerted work stoppage, cessation of work, slow- down, sit-down, stay-away, illegal picketing or any other form of interference with or limitation of the peaceful performance of City services.
- B. If there is any strike, concerted work stoppage, cessation of work, slow- down, sit-down, stay-away, illegal picketing or any other form of interference with or limitation of the peaceful performance of City services, the City, in addition to any other lawful remedies or disciplinary actions, may by action of the City Manager, upon 24 hours' notice, cancel any or all payroll deductions, prohibit the use of bulletin boards, prohibit the use of City facilities, and prohibit access to former work or duty stations.
- C. The protection of the public health, safety and welfare demands that neither MEA, nor any person acting in concert with them, will cause, sanction, or take part in any strike, walk-out, sit-down, slow-down, stoppage of work, illegal picketing, retarding of work, abnormal absenteeism, withholding of services, or any other interference with the normal work routine. The provisions of this Section apply for the same term as this Agreement, and during any renewal or extension thereof. Violation of any provision of this MOU by either party shall be cause for the other party to terminate this Agreement, in addition to whatever other remedies may be available under the law or in equity.
- D. The City agrees that there shall be no general lock-out of bargaining unit members



during the term of this Agreement, or during any renewal or extension thereof. Both parties agree to exercise good faith in complying with all the terms and conditions of this MOU.

### **1.10 Validity of Memorandum of Understanding**

If any provision of this MOU is determined to be invalid or illegal by a court of competent jurisdiction, then such provision shall be severed from this MOU, but the remainder of this MOU shall remain in full force and effect. The parties hereto shall immediately commence to, in good faith, negotiate for the purpose of replacing any such invalid or illegal provision.

If any changes are made in any federal or state law, or in any rules and regulations implementing such legislation, or in any City Charter provision, that would be applicable and contrary to any provision in this MOU, then such provision of this MOU shall be automatically terminated, but the remainder of this MOU shall remain in full force and effect. Such law and/or rules and regulations shall supersede this MOU and applicable clauses shall be substituted for those ruled invalid or illegal. The parties to this Agreement shall immediately commence to negotiate for the purpose of replacing any such invalid or illegal provision.

### **1.11 Captions for Convenience**

The captions in this MOU are for convenience only and are not a part of the MOU and do not in any way limit, define, or amplify the terms and provisions of this MOU.

### **1.12 Non-Discrimination/Harassment and Equal Employment**

The Association and the City agree to adhere to the workplace policies set forth in the City of Santa Monica Administrative Instructions regarding anti-discrimination and anti-harassment and applicable federal and state anti-discrimination and equal employment opportunity laws.

Employees shall not be subject to intimidation, retaliation, coercion, or discrimination for exercising their legitimate rights under these policies.

### **1.13 Definitions**

The following definitions apply in the interpretation of this MOU:

- A. "Completed Calendar Month of Service" means a calendar month in which an employee has been in pay status for 88 hours in two consecutive bi-weekly pay periods.
- B. "Compressed Work Schedule" means a work schedule in which a full-time employee is assigned to work a total of 80 regularly scheduled work hours in nine

or less days in a given two-week (i.e., two work week) period.

- C. "Date of Entrance Anniversary" means the date that recurs annually after the date of entry into a line-item position in the Classified Service of the City, either by original employment, re-employment or promotion. The date of entrance anniversary for employees with broken service is the date on which the last unbroken service in the classification was effective.
- D. "Full-Time Work Week" means 40 hours within the seven consecutive days (i.e., seven consecutive 24-hour periods) established as the work week for the affected employee(s).
  - 1) An employee in a position with a work week less than that defined as the full-time work week shall be compensated in that proportion of the compensation for full-time employment as the number of hours budgeted for that position bears to the full-time work week. An employee in a position with a work week greater than that defined as the full-time work week shall be compensated for hours in excess of the full-time work week on the basis of and in accordance with Section 2.03 relating to overtime. Compensation includes base salary and any other compensation applicable to the employee, including bonuses or skill pays, provided by this Agreement.
  - 2) An employee in a part-time position will accrue applicable leave in the same ratio as the number of hours the position is budgeted per week is to the full-time work week for the position occupied. Other applicable fringe benefits shall be provided to part-time employees as if they were employed on a full-time basis.
- A. "In Pay Status" means earning pay through the City's active employee payroll system.
- B. "Line Item Position" means a position that is specifically itemized in the personnel schedule of the annual budget of the City.
- C. "Nearest Dollar" means the next lower dollar in a monthly rate when the computed amount is \$0.49 or less and the next higher dollar when the computed amount is \$0.50 or more.
- D. "Pay" means compensation received for regular hours worked, sick leave, bereavement leave, vacation, holidays, compensatory time off, and jury duty.
- E. "Permanent Employee" means:
  - (1) An employee who is an incumbent of a line-item position, full or part-time, within the Classified Service; or

- (2) An employee who is an incumbent of a line-item position on authorized leave of absence from a regularly budgeted position within the Classified Service, which position is being held pending the employee's return.

The term "permanent employee" shall not be construed to imply a guarantee of continued employment. However, no permanent employee shall be denied the right to those due process protections appropriate to their status under the Santa Monica Municipal Code, City Charter, and applicable state law.

- F. "As-Needed Employee" means:

An employee who does not occupy a line-item position or an employee temporarily filling a vacant line-item position pending a recruitment.

As-needed employees are not part of the Classified Service and do not possess civil service protections and their employment status is at-will. As-needed employees have no entitlement to vacation or other paid leave, with the exception of sick leave as provided herein and by applicable law, and no entitlement to health or other fringe benefits provided by the City or this MOU except for any benefits as required by State or Federal law.

- G. "Salary Range" means the normal five-step (1 through 5) hourly or monthly pay scale (and the bi-weekly equivalent) assigned to each job classification within the City work force.
- H. "Salary Range steps 1 through 4" means and will be established to bear the following percentage relationship to Salary Range step 5 computed to the nearest dollar. Normal progression through the range toward step 5 shall be in annual step increments.

Step 1 - 81% of step 5  
Step 2 - 85% of step 5  
Step 3 - 90% of step 5  
Step 4 - 95% of step 5  
Step 5 - 100%

- I. "Service Date" means the employee's most recent date of employment as a permanent employee with the City of Santa Monica. Unless prohibited by the Family and Medical Leave Act, or similar state or federal law, the employee's service date shall be adjusted for unpaid leaves of absence that exceed 30 calendar days, with the employee's

service date being moved forward by the same number of days as the unpaid leave of absence. If a permanent employee separates from the City but is rehired within 12 months, the break in service between the last date of employment and the date on which the employee is rehired will be treated as an unpaid leave of absence for the purpose of establishing the employee's service date with the City.

- J. "Working Day" as used in the sections of this Agreement pertaining to vacation accrual (Section 4.02), sick leave accrual (Section 4.03) and Personal Leave accrual (Section 4.09) means eight hours.

#### **1.14 Overpayment Remedy**

Employees shall reimburse the City for any overpayment of wages or benefits. Said reimbursement is not required until the City notifies the affected employee in writing. If the overpayment is not the result of fraud or misrepresentation by the employee, the overpayment shall be reimbursed by payroll deductions over a time period equal to the time period that overpayment was made, or by any other reasonable repayment method mutually acceptable to the City and the employee. If the overpayment was the result of fraud or misrepresentation, the overpayment shall be reimbursed by immediate lump-sum payroll deduction(s). In any event, a lump-sum deduction is required if the following employee payroll warrant is the final or termination warrant issued to the affected employee.

#### **1.15 Payments at Termination**

When a permanent employee leaves the service of the City, that employee is entitled to lump sum payoff of vacation days and any unused compensatory time. No claim may be made against the City for the use or payoff of unused sick leave, non-cashable holidays or personal leave, nor shall the effective date of termination be extended by use of compensatory time, sick leave, vacation or personal leave days.

## **ARTICLE II: COMPENSATION**

### **2.01 Effective Date of Salary Increase**

Notwithstanding any other provisions contained in this MOU, changes to the salary range and salary related benefit changes are effective on the first day of the payroll period closest to the effective date stated herein. If the effective date falls on the Sunday in the middle of the pay period, the effective date shall be the first day of the following payroll period.

### **2.02 Salaries**

Salaries of employees shall be on a monthly rate, paid on a bi-weekly equivalent basis. In lieu of the bi-weekly equivalent to a monthly rate, the City Manager may fix the compensation of any position at an hourly rate. In positions for which the work week is 40 hours, the hourly equivalent shall be determined by dividing the bi-weekly rate by 80.

Normally, a new employee will be placed at step 1 of the salary range established for the position for which they have been hired. However, the City Manager, in exceptional cases, based on specific appraisal of the difficulty of the work, the new employee's prior salary history, and the experience and ability of the new employee, may authorize entrance salaries higher than the minimum salary established for the position. In no event, however, shall the rate exceed the maximum rate for that class.

Normal progression through the salary range established for a position toward step 5 shall be in annual step increments. However, the City Manager, in exceptional cases, based upon specific appraisal of the importance and difficulty of the work and the demonstrated performance of the employee, may authorize special salary step increases above the amount prescribed in the salary schedule for the class and length of service of the employee. In no event, however, shall the rate exceed the maximum rate for that classification.

- A. Effective July 1, 2025, the base salaries of employees shall increase by 2%, and employees shall each receive a one-time signing bonus of \$1,000. Only those employees who are in pay status on July 1, 2025, are eligible for this one-time bonus.
- B. Effective July 1, 2026, the base salaries of employees shall increase by 2%.
- C. Effective July 1, 2027, the base salaries of employees shall increase by 3%.
- D. Effective July 1, 2028, the base salaries of employees shall increase by 3%.
- E. Effective July 1, 2029, the base salaries of employees shall increase by 3.5%.

- F. The City will conduct a one-time compensation study during the term of this Agreement for the MEA-represented positions that have not been studied within the three years preceding July 1, 2025. The City shall complete this one-time study by June 30, 2028, with any necessary salary changes to be effective July 1, 2028.
- G. A given classification covered by this MOU is eligible to receive an equity adjustment, provided that the compensation study conducted by the City substantiates the need for an equity adjustment to bring the salary range of that classification in line with the mean salary paid to the same classification found in comparable cities. The City will be willing to receive and evaluate any salary comparison data that MEA might want to make available regarding an equity adjustment for a given classification. Should a compensation study indicate that a given job classification is currently being paid above the mean salary paid to the same classification found in comparable cities, the salary range for current incumbents in that classification will remain unchanged. In the event there are no comparable positions or an insufficient number of comparable positions, as determined by the Director of Human Resources, the salary range will be based on relevant internal equity alignment factors, as determined by the Director of Human Resources or their designee.

A request for a compensation study can be submitted at any time. Only those studies that can be completed by January 1st will be considered for implementation for the upcoming fiscal year. Every attempt will be made by the Human Resources Department to complete study requests submitted no later than September 1st by the January 1st deadline referenced above. Exhibit E establishes the criteria for when classification and compensation studies will be conducted.

Equity adjustments described herein will be considered on an annual basis, either as a part of the annual budget process if no MOU negotiations should be occurring during the year in question or as a part of the MOU negotiations process should the MOU be up for negotiations. Like any other salary increase, equity adjustments are subject to the approval of the City Council.

This provision is suspended during the term of this Agreement.

- H. A permanent employee covered by this Agreement may request that a classification study be conducted for their position to determine whether or not the position is classified correctly. A request for a classification study can be submitted at any time. Only those studies that can be completed by January 1st will be considered for implementation for the upcoming fiscal year. Every attempt will be made by the Human Resources Department to complete study requests submitted no later than September 1st by the January 1st deadline referenced above. The Human Resources Department shall conduct the classification study in accordance with the City's civil service rules set forth in the Santa Monica

Municipal Code and make a recommendation to the City Manager, whose decision shall be final. Exhibit E establishes the criteria for when classification and compensation studies will be conducted.

The reclassification of a position to a lower level job classification is not considered to be a demotion and is not appealable to the Personnel Board. If a position is reclassified to a lower level job classification, the salary of the incumbent shall be Y-rated until the step 5 salary of the new job classification equals or exceeds the Y-rated salary.

- I. Where Subsections G and H. above and Exhibit E (Classification and Compensation Studies) are in conflict, Exhibit E will take precedence.

## **2.03 Overtime**

In order to receive compensation for overtime, an employee must receive authorization, in advance, from management to work the overtime. If advance authorization from management is not received by the employee, they are not entitled to receive overtime compensation for any additional hours worked. Overtime for full-time permanent employees means work in excess of the employee's regularly scheduled work day or in excess of 40 hours in one week. Overtime for permanent part-time employees who regularly work less than 8 hours in one day and 40 hours in one week means work in excess of 8 hours in one day or 40 hours in one week. Overtime hours must have the prior approval of an authorized management official.

For the purpose of calculating overtime, discretionary paid time off that has been scheduled in advance (defined as vacation, personal leave (i.e. MOU days), floating holidays, compensatory time off, and City-recognized holidays) counts towards the 40 hours. Any paid leave time not scheduled in advance does not count towards the 40 hours.

In addition, if an employee is required to work on a holiday observed by the employee's department or division, the employee shall be paid overtime for all hours worked on the holiday in addition to holiday pay. If the employee works on an authorized holiday, the actual number of hours worked on the holiday counts towards the 40 hours for the purpose of calculating overtime for the work week. If a Communications Operator in the Police Department or Fire Department is required to work overtime on an emergency basis, all paid leave time shall count towards the 40 hours.

All authorized overtime shall be compensated with cash payment based upon 1.5 times the hourly rate equivalent of the employee's monthly salary computed to the nearest one-tenth of an hour. Instead of cash payment, an authorized management departmental official may grant compensatory time off at the rate of 1.5 hours off for such overtime provided that such compensatory time off can be granted within the fiscal year in which it is earned. If compensatory time is accrued and not taken by the

end of the last full pay period of any fiscal year, it will be paid to the employee at the rate earned. An employee may accrue a maximum of 120 hours of compensatory time off. Any hours earned above the 120-hour maximum shall be paid to the employee at the time earned at the applicable overtime rate of pay.

There shall be a reasonable effort to distribute overtime equitably among employees in the applicable job classification in an operational work group. Additional work assigned to an employee, permanent or as-needed, and which brings the employee's total work hours to 40 hours for the work week, will not be considered an overtime assignment under this provision. If an employee believes that they have been improperly denied overtime assignments, s the employee may file a grievance.

Any regularly scheduled full-time employee who reports to work for a mandatory full overtime shift, but is released due to insufficient work, shall receive a minimum of four hours of overtime pay.

Any regularly scheduled full-time employee who reports to work for a previously scheduled special event overtime shift, but is released due to insufficient work, shall receive a minimum of two hours of overtime pay.

In no event may an employee's work schedule be changed to avoid the payment of overtime unless the employee initiates the schedule change.

As-needed employees shall receive overtime compensation only as required by applicable State and Federal law.

## **2.04 Shift Differentials**

Shift differentials are provided to permanent employees as follows:

- A. \$2.00 per hour for all hours worked on the shift for employees whose regular schedule requires that the employee work at least four hours between 4:00 PM and 12:00 AM (midnight), subject to Subsections C., D., and E. below.
- B. \$2.50 per hour for all hours worked on a shift for employees whose regular schedule requires the employee to work at least four hours between 12:00 AM (midnight) and 7:00 AM, subject to Subsections C., D., and E. below.
- C. If any employee qualifies under both Subsections A. and B. above, then Subsection B. prevails.
- D. Shift differentials do not apply when scheduled hours are compensated as overtime.
- E. Shift differentials do not apply when the employee is working the above hours as part of a "split shift." "Split shift" means a shift of eight or more hours in a single



day, separated by a break of at least three non-working hours during the shift. Such employees shall be paid the applicable shift differential, established in Subsections A. or B. above, only for the hours actually worked on that shift.

- F. If, during the term of this Agreement, a higher night shift differential is provided by the City Council to any other bargaining unit, employees covered herein shall receive the higher rate.
- G. For employees who hold permanent positions at the Library, a 50% shift differential shall be paid for all hours worked on a Sunday assignment. It is the intent of the City to assign Sunday work on a volunteer basis. However, if there are not enough volunteers to staff the Sunday work at the Library, the work will be assigned on an equitable basis among employees.

## **2.05 Standby Pay**

### **A. Regular Standby**

A permanent employee required to serve on standby duty shall be paid a bonus of 12.5% of their base salary for those hours that they are serving on standby duty. Mileage will be reimbursed if an 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. If the employee is called in to work, the employee who is called back 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 is on standby duty.

To be eligible for standby pay the employee must be able to respond to their work location within 60 minutes. If no qualified employee can meet the time criteria, the supervisor has discretion to select the nearest available standby employee.

### **B. Court Standby**

Whenever a permanent employee has been placed in an on-call or standby status while off duty in response to a subpoena or directive in relation to a matter that arose during the course and scope of employment, the following applies:

- 1) For (1) the first court session (either morning or afternoon) during a calendar day and (2) the second court session during a calendar day where the required court appearance is in connection with a different matter than was involved in the first court appearance, employees receive compensation as follows:
  - a. Employees who are off-duty for the entire period of the court session shall

receive three hours of compensation at the straight time rate.

- b. Where the standby or on-call assignment commences within three hours before the beginning of the employee's regularly scheduled work shift, the employee shall receive compensation at the applicable hourly rate of pay for all time transpiring between the commencement of the standby or on-call assignment and the time the regularly scheduled work shift was scheduled to begin.
- c. The provisions of this Section apply if a standby or on-call assignment that is scheduled to occur on an employee's scheduled day off (e.g., an approved vacation day) is canceled less than 12 hours in advance of the time the assignment is scheduled to begin.
- d. The provisions of this paragraph (1) do not apply if a standby or on-call assignment that is scheduled to occur on an employee's scheduled work day is canceled any time before the commencement of the standby or on-call status.
  - 1) For the second court session in connection with the same matter on that calendar day, the employee shall receive compensation on an hour for hour basis at the straight time rate.
  - 2) Employees who are called into court after having been in an on-call or standby status shall be compensated as follows:
    - a. An employee who is required to appear in court during the initial court session on a calendar day that the employee is placed in an on-call or standby status shall receive overtime compensation as provided in Section 2.03 of this Agreement as if the court appearance began at the time the on-call or standby assignment commenced.
    - b. An employee who is in an on-call or standby status during the first and second court sessions and is required to appear in court during the second court session shall receive straight time compensation for the first court session in accordance with paragraph (1)a. of this Subsection B. and shall receive appropriate overtime compensation for the second court session in accordance with paragraph (3)a. of this Subsection B.

## **2.06 Skill Pay and Bonuses**

The following provisions apply to permanent employees for added payment for special work assignments:

- A. Permit Technician Certification – Each Permit Specialist I shall receive an additional bi-weekly amount of \$11.54 if they receive a Permit Technician certification.
- B. Lead Worker/Supervisor Premium – A supervisory differential of 5% shall be paid to employees who are assigned to regularly supervise other employees in the same job classification and who are not covered under Section 2.07 (Temporary Upgrade Pay).
- C. Bilingual Skill Pay – Qualified permanent employees who meet the following criteria shall receive a bi-weekly bilingual skill pay in the amount of \$23.08:
  - (1) The employee must be assigned to speak or translate a language other than English. This may include specialized communication skills such as sign language.
  - (2) An employee must regularly utilize such skills during the course of their duties, as determined by City management, or upon regularly occurring requests of City management.
  - (3) To become qualified, an employee must be certified as qualified through an examination procedure administered or designated and overseen by the Human Resources Department.
  - (4) Recertification of this skill may be required from time to time through an examination procedure administered or designated and overseen by the Human Resources Department.

An employee who has not been certified and qualified and is not receiving bilingual skill pay will not be required to utilize this skill except on an occasional basis.

If an employee qualifies for bilingual skill pay for Spanish and is required to regularly use said skill during what are determined by the Human Resources Department to be emergency or emergency-related situations, the employee shall receive an additional bi-weekly amount of \$46.15, for a total bi-weekly amount of \$69.23. Current classifications eligible for this additional emergency-related bilingual skill pay are as follows: Public Services Officer, Lead Public Services Officer, Public Safety Dispatcher, Custody Officer, Lead Custody Officer, Community Services Officer, Lead Community Services Officer, Pier and Harbor Services Officer, Lead Pier and Harbor Services Officer, Fire Code Enforcement Officer I/II, Lead Fire Code Enforcement Officer, Fire Prevention Coordinator, Code Enforcement Officer I/II, Lead Code Enforcement Officer, Crime Prevention Coordinator, Animal Control Officer, and Lead Animal Control Officer.

Any employee who, as of January 1, 1995, was receiving \$100 per month as a bilingual skill pay for Spanish will continue to receive the higher bilingual skill pay as long as they are eligible to receive said skill pay.

- D. EMT 1F.S. / Los Angeles Paramedic Certification – The Fire Prevention Coordinator who obtains an EMT-1 F.S. certificate or Los Angeles County Paramedic certification shall receive a bi-weekly bonus in the amount of \$46.15. In order to retain this bonus, the Fire Safety Coordinator must maintain a current certification.
- E. Latent Print Examiner Certification – A Forensic Specialist who obtains a Latent Print Examiner Certification and, as a part of their assigned job duties, uses said certification, shall receive a bi-weekly bonus in the amount of \$75. In order to retain this benefit, the employee must maintain the certification.
- F. California UST Inspector Certification – An Hazardous Materials Specialist who obtains a California UST Inspector certification as issued by ICC shall receive a bi-weekly bonus in the amount of \$46.15. In order to retain this bonus, Hazardous Materials Specialist must maintain the certification and continue to serve as the designated operator with respect to the City's underground storage tank system.
- G. Certified Municipal Clerk – The Deputy City Clerk who obtains the Certified Municipal Clerk designation shall receive a bi-weekly bonus in the amount of \$46.15. In order to retain this benefit, the Deputy City Clerk must maintain the Certified Municipal Clerk designation.
- H. Communication Operator Trainer – Communication Operators who are specifically assigned by management to train a new probationary Communications Operator on an on-going basis will be paid a 7.5% bonus while they are assigned a trainee.
- I. Notary License – Clerical employees in the following job classifications who successfully obtain and maintain a Notary License will receive a bi-weekly bonus in the amount of \$23.08:

Administrative Staff Assistant, Administrative Staff Assistant – Environmental Programs, Business Assistant, Cemetery Services Representative, City Planning Staff Assistant, Customer Service Assistant, Executive Administrative Assistant, Employee Benefits Technician, Farmers' Market Assistant, Fiscal Staff Assistant I, Fiscal Staff Assistant II, Fiscal Staff Assistant III, Guest Services Assistant, Human Resources Assistant, Human Resources Specialist, Staff Assistant II, Staff Assistant III, Payroll Specialist, Permit Specialist, Project Support Assistant, Records Management Assistant, Revenue Collections Assistant, Revenue Operations Assistant I, Revenue Operations Assistant II, Revenue Operations Specialist

- J. Lifeguard Bonuses – A Lifeguard who obtains and maintains one of the following certifications shall receive a bi-weekly bonus in the amount of \$9.23, limited to a maximum of three certification bonuses per employee:

Lifeguard Instructor, Title 22 Instructor, Water Safety Instructor Trainer, Certified Pool Operator, or Aquatics Facility Operator

- K. Community Services Officers assigned to the MART (Major Accident Response Team) detail shall receive a bi-weekly bonus in the amount of \$100.00. In order to maintain this benefit, the employee must be assigned to the MART detail.
- L. Crime Scene Certification - A Lead Forensic Specialist or a Forensic Specialist who obtains a Crime Scene Certification and uses the certification as a part of their assigned job duties shall receive a bi-weekly bonus in the amount of \$75. In order to retain this benefit, the employee must maintain the certification.

- M. Certified Access Specialist Certification

Employees assigned to Building and Safety plan review who possess a Certified Access Specialist (CAsp) certification shall receive a biweekly bonus of \$75. The employee must maintain a valid and active certification to receive the bi-weekly bonus.

- N. Hazardous Materials Bonus

Employees in the following job classifications who are routinely and consistently exposed to toxics, radioactive materials, explosives, or other hazardous substances or hazardous situations or who perform hazardous activities necessary to implement health and safety procedures shall receive a bi-weekly bonus of \$75:

Animal Control Officer, Lead Animal Control Officer, Custody Officer, Lead Custody Officer, Forensic Specialist, Lead Forensic Specialist, Forensic Technician, Pier and Harbor Services Officer, Lead Pier and Harbor Services Officer, Property Evidence Clerk, Public Services Officer, Lead Public Services Officer

- O. Assignments to and from the skill pay or bonus situations described above are not promotions or demotions as described in the Municipal Code and are, therefore, not subject to appeal to the Personnel Board.
- P. The monthly base salaries of Y-rated employees shall increase in an amount equal to any applicable skill pay or bonus that is being eliminated, as specified above.

#### Q. Water Treatment or Distribution Operator Certification Bonus

A Staff Assistant III or Water Resources Specialist within the Water Resources Division who obtains either a Water Treatment Operator (T Certification), Water Distribution Operator Certification (D Certification), or Wastewater Treatment Operator Certification (Grade), shall be eligible to receive a bi-weekly bonus as set forth in Exhibit G. The employee would only be eligible for the bi-weekly bonus for one certification, whichever one that is the highest, and their job classification does not require either certification. The bi-weekly bonuses are not cumulative.

The employee must maintain a valid and active certification to receive the bi-weekly bonus. The employee is required to submit renewed certificates no later than the Monday three weeks prior to the certification expiration date. If a certificate has expired and the employee fails to provide a new certificate within the above time, there will be no incentive paid until the employee provides the valid certificate. There will be no retroactive pay unless the employee can demonstrate that the certificate was earned, but not issued, through no fault or omission of the employee.

### **2.07 Temporary Upgrade Pay**

When, in the determination of the department head, it is necessary to assign the full range of duties and responsibilities of a job classification higher than those normally performed by an employee due to the temporary absence of an employee in a higher job classification or a vacancy in a higher level job classification, permanent employees so assigned shall be compensated as follows:

- A. If the assignment is temporary due to the vacation, sick leave or other temporary absence of the employee in the higher classification, the employee temporarily assigned shall be paid an additional \$4.00 per hour for all such hours assigned for assignments lasting less than 15 calendar days. For assignments lasting 15 calendar days or more, the employee temporarily assigned shall receive the salary rate for the vacant classification at the lowest salary step that provides a minimum 5% salary increase, provided, however, that in no event shall the salary rate exceed the maximum salary rate for the vacant classification being filled by the employee on a temporary basis.

If an employee who holds a "lead" or "senior" position, and thereby has "supervisory" duties and responsibilities as set forth in the classification specification for their position, is assigned the essential duties and responsibilities of a supervisory position represented by the Supervisory Team Associates (STA) bargaining unit, they are eligible to receive pay for serving in a higher classification, at which point the pay for serving in a higher classification will be retroactive to the first day on which the employee began the acting assignment.

For other temporary acting assignments, the employee must work one full work day in an acting capacity in a higher-level position that is temporarily vacant in order to be eligible to receive pay for serving in a higher classification. However, where the employee is temporarily assigned to work in a City-designated emergency related positions (e.g., Communication Operator), the employee will only be required to work a minimum of four hours in the higher-level position in order to be eligible to receive pay for serving in a higher classification.

- B. If the position to be filled is vacant and there is no valid eligible list for that job classification, the department head may temporarily assign an employee who meets the minimum qualifications of the vacant position. The employee shall receive the salary rate for the vacant classification at the lowest salary step of the salary range established for the higher classification that provides a minimum 5% increase over their current salary rate, provided, however, that in no event shall the salary rate exceed the maximum salary rate for the higher classification.

If the department head elects to make a temporary appointment to a vacant position, they shall abide by the rules and regulations regarding temporary/acting appointments that have been adopted by the Personnel Board to implement the sections of the Santa Monica Municipal Code pertaining to temporary appointments. (See Exhibit B)

- C. If an eligible list exists for the vacant position, the department head shall attempt to appoint an employee from the eligible list at the earliest possible date, and the provisions of Subsection B. will apply to the employee assigned to cover the vacancy in any interim period.
- D. Nothing in this section requires the City to make temporary assignments of employees.
- E. Assignments to and from the situations described in this section are not promotions or demotions as described in the Municipal Code and are, therefore, not subject to appeal to the Personnel Board.

An acting assignment will be based on merit, taking into account the qualifications and performance ratings of employees who are qualified for the acting assignment. All other things being equal, seniority (based on total City service) will be the deciding factor.

## **2.08 Special Assignment Pay**

The City values employees who are self-motivated to achieve qualifications for higher positions and who wish to promote themselves. Special assignments are distinguished from Temporary Upgrade Pay by the fact that the employee is not working in a different (higher) classification or is not performing the full scope of

duties required by another classification. Rather, special assignment pay (which may be a full-time assignment or for a set amount of hours designated by the City) is for a permanent employee who performs duties that are not within the scope of their regular classification.

It is the intent of the City to provide special assignment opportunities to permanent employees who have expressed interest in these opportunities. The following procedures apply when the Department has a need to assign special projects to staff:

- 1) When an opening for a special assignment becomes available, the Department Head or designee shall post the assignment for a minimum of five work days (by email and in common areas for employees who don't have email access). The notice shall inform employees of the procedure and timeline to submit their interest for the special assignment.
- 2) Employees when informing their department of their interest in the special assignment shall indicate their reasons and qualifications for the special assignment.
- 3) After considering requests from all interested employees, the Department Head or designee shall establish a list of the interested and qualified employees by seniority (based on overall City service). The most senior qualified employee shall be offered the special assignment.
- 4) If the special assignment continues beyond 6 months, the next most senior qualified employee shall be rotated into the assignment 6 months later, and so on for the duration of the special assignment. Special assignments may be extended beyond 6 months if no other employees are qualified or express interest and the Department Head deems it necessary to continue the special assignment, but for no more than 12 months.
- 5) The decision regarding selection to the special assignment or the order of the list of qualified applicants is not subject to the filing of a grievance.

A special assignment may also be granted to an employee by a Department Head without following the above procedures if the employee is already performing the special assignment and the Department Head believes such action is in the best interests of the respective Department. To be eligible for Special Assignment Pay under this paragraph, the employee must clearly be performing specific duties above and beyond that required by their classification while not assigned or authorized to Temporary Upgrade Pay.

In either situation, the Department Head shall submit their recommendation and justification to the Director of Human Resources, or their designee, for approval. The Director of Human Resources will review the recommendation and determine



whether it is warranted given the standards of this section.

An employee shall receive 5% above their hourly base salary for each hour assigned to the special assignment.

## **2.09 Promotional Pay Rate**

If a permanent employee is promoted to a position in a higher job classification, the employee's salary shall be set at the salary step in the salary range established for the higher job classification that provides a minimum 5% salary increase, provided, however, that in no event shall the salary rate exceed the maximum salary rate for the new classification.

A reclassification of a permanent employee to a higher level job classification is considered a promotion and the employee's salary shall be increased to the higher salary rate in the new job classification that provides a minimum 5% salary increase, provided, however, that in no event shall the salary rate exceed the maximum salary rate for the new job classification.

## **2.10 Y-Rating**

When a personnel action (e.g., a demotion due to layoff or a reclassification) results in a permanent employee being placed in a job classification with a lower salary range, the employee's salary will be Y-rated.

An employee who is demoted into a lower-paying classification in lieu of a layoff due to budgetary reasons shall not have his or her salary subject to Y-rating and, instead, shall receive the salary applicable to the lower-paying classification to which they demoted. For examples, please see Exhibit E.

"Y-rated" means the maintenance of the employee's salary rate at the level effective the day preceding the effective date of the personnel action placing the employee in the job classification with a lower salary range. The employee's salary will remain at such level until the salary range of the new job classification equals or exceeds the Y-rated salary.

## **2.11 Call Back Pay**

If the City calls back any full-time permanent employee before or after their normal working hours to perform work, the City shall pay not less than three hours of pay at 1.5 times the employee's base rate of pay regardless of time actually worked as a result of being called back to work to perform services for the City.

If there are less than six hours between the end of the call back period and the beginning of the employee's regularly scheduled shift, the employee will receive 1.5 times their base rate of pay for all hours worked during the next regularly scheduled

shift. If an employee is not able to work their entire next regularly scheduled shift due to exhaustion, any hours worked will be compensated at 1.5 times their base rate of pay. However, if management determines that there is a safety hazard in allowing the employee to work their regularly scheduled shift following the end of the call back period, management reserves the right not to allow the employee to work. If the employee is not be allowed to work their regularly scheduled shift, the employee will not be compensated for that shift. The employee, however, has the option of using applicable accrued leave time to cover the number of hours that they would have been regularly scheduled to work on that shift.

An employee is considered to have been called back to work and thereby eligible to receive call back pay as provided by this Section if they are called back to work after the end of their regularly scheduled shift and the report time for said call back occurs more than two hours before the beginning of the employee's next regularly scheduled shift. If the employee is called and asked to report at a time that is two hours or less before the beginning of their regularly scheduled shift, it will be considered to be an early report and not a call back and, as such, the provisions of this Section would not apply.

## **2.12 Report Pay**

Any regularly scheduled full-time permanent employee who reports to work for their normal work schedule, but is released due to insufficient work, shall receive a minimum of four hours' work or pay. If such employee works in excess of four hours, they shall receive eight hours of work or pay. This section applies only if the employee does not receive advance notice not to report to work. This section does not apply to time not worked for disciplinary reasons or other normal leaves of absence. Actual hours worked shall be used for the purpose of calculating overtime under Section 2.03.

## **2.13 Pay for Training**

A permanent employee who is specifically assigned by the supervisor to train a new employee in the rules, regulations and procedures of the Department and the duties of the new employee's position, who may be expected to communicate the new employee's progress to the supervisor, shall receive a training bonus of \$3.50 per hour for each hour worked while so assigned, provided that the employee's classification specification does not reference training or supervision/lead responsibilities. The training assignment is limited to two consecutive work weeks unless authorization to exceed two work weeks is given by the employee's Department Head. The assignment to train a new employee will be given in writing and will be submitted to the Human Resources Department for processing.

It is not the City's intention to avoid payment of this bonus where appropriate; however, the bonus does not apply to informal "mentor" relationships that may evolve between veteran and new employees or to occasional requests to orient a

new employee to a piece of equipment or a procedure where the task can be accomplished in a day or less. In addition, an employee assigned to train a new employee who has been hired as a student intern or as a temporary employee under the City Youth Employment and Training Program is not eligible to receive the pay for training bonus.

For the purposes of this Section, a "new" employee means an MEA employee during the first 90 days of their probationary period and includes a new MEA employee in a lower-level job classification. This definition includes new hires and MEA employees who are promoted or laterally transfer to another job classification represented by MEA.

## **2.14 Filming Assignments**

Permanent employees who are assigned to perform duties for filming companies filming on location within the Santa Monica city limits shall receive a minimum of eight hours pay at overtime compensation for all hours worked under Section 2.03. The City may include as charges or fees to the filming company administrative overhead costs. Such assignments are expressly conditioned upon the filming company agreeing to pay to the City all costs for and relating to the assignment of such employee including, but not limited to, worker's compensation insurance premiums for the purpose set forth in this Section. Employees have the right to volunteer for this assignment by placing their names on an availability list. Assignments will be made from the list on a rotating basis to employees who are qualified to perform the duties required for the filming assignment. However, if an insufficient number of volunteers are available from that list to serve a particular project, the City may assign any qualified employee(s) who are willing to work such project. The Police Department shall supply the necessary two-way radio communication between the employee and the Police Station and transportation from the station to the filming site. Subject to the provisions of this Section, the administration of this program shall be performed by the City at its discretion and this Section shall be promulgated as Police Department rules and regulations. Employees who are given filming assignments shall receive a bonus of \$50 for each day assigned to movie overtime.

This section applies to employees represented by MEA only as long as employees covered by the Santa Monica Police Officers' Association (SMPOA) MOU are eligible to receive this benefit.

## **2.15 Portal to Portal Pay**

The City of Santa Monica and the MEA acknowledge that the Santa Monica Fire Department ("SMFD") is a mutual aid provider through the California Fire Service and Rescue Emergency Mutual Aid System; SMFD receives requests to dispatch employees occupying positions in classifications represented by MEA and emergency apparatus under the terms of the California Fire Assistance Agreement to local, state, or federal emergencies throughout California and the country. The

City and MEA hereby agree that permanent employees occupying positions in classifications represented by MEA who are away from their official duty station and assigned to an emergency incident, in support of an emergency incident, or pre-positioned for an emergency response, consistent with a formal request for mutual aid assistance, shall be compensated portal-to-portal, at the Cal OES reimbursable rate, beginning at the time of dispatch from their official duty station until the time of their return to their official duty station, when equipment and personnel are available to be placed back in service within the City of Santa Monica. This portal to portal pay will include any applicable overtime rate in accordance with section 2.03 of this MOU.

## **2.16 Education Incentive Pay**

The City shall pay permanent employees an amount equal to 1% of their base salary after the employee's attainment of an associate of arts (AA) or associate of science (AS) degree, from an accredited college or university. Effective July 1, 2027, the bonus shall increase to 2%.

The City shall pay permanent employees an amount equal to 2% of their base salary after the employee's attainment of a bachelor of arts (BA) or bachelor of science (BS) degree from an accredited college or university. Effective July 1, 2027, the bonus shall increase to 3%. Effective July 1, 2029, the bonus shall increase to 5%.

## **2.17 After-hour Calls**

A permanent employee required to respond to a qualifying disturbance call outside of normal working hours shall receive a minimum of one hour of compensation at the overtime rate for the first such call in a calendar day. The minimum shall be credited toward any overtime otherwise owed for that workweek.

All subsequent qualifying disturbance calls received in the same calendar day shall be compensated for actual time worked, provided the total duration of such calls equals ten minutes or more.

Time compensated under this section shall be considered hours worked for purposes of calculating overtime eligibility. Compensation under this section shall be paid or credited as compensatory time off, at the discretion of the Department Head or designee.

This section shall not apply to employees serving on on-call or standby duty for that day or contacts made to an employee while off duty solely for the purpose of work scheduling.

## **2.18 One-time Health and Wellness Bonus**

Permanent employees who are in active paid status as of July 1, 2025, shall receive

a one-time, lump-sum payment of \$1,000. This payment is provided in recognition of the importance of supporting employee health and wellness.

## **ARTICLE III: SUPPLEMENTAL BENEFITS**

### **3.01 Health Insurance Programs**

#### **A. Medical Insurance**

The medical insurance provision for permanent employees is set forth in an umbrella agreement that covers the following non-sworn City bargaining units represented by the Coalition: Administrative Team Associates (ATA), Fire Executive Management Association (FEMA), Management Team Associates (MTA), Municipal Employees Association (MEA), Public Attorneys Union (PAU), Public Attorneys' Legal Support Staff Union (PALSSU), International Association of Sheet Metal, Air, Rail and Transportation Workers, Transportation Division, Local 1785 (SMART-TD), Supervisory Team Associates (STA), California Teamsters Local 911 (Teamsters), members of the Executive Pay Plan (EPP), and members of the Confidential Unrepresented Employees (CUE).

As-needed employees shall not be eligible to participate in the City's health insurance program, nor are they eligible for employer contributions to premiums, except as may be required by applicable law.

#### **B. Dental Insurance**

Dental insurance coverage shall be provided at no cost to permanent employees and their eligible dependents provided that employees participate in the City-offered dental insurance programs. The City retains the right to change the provider of this benefit.

#### **C. Vision Insurance**

The City agrees to provide vision care insurance, at no cost, to permanent employees and their eligible dependents provided that employees participate in the City-offered vision insurance program. The City retains the right to select the provider and to set the levels of coverage for said vision care insurance plan. The City also retains the right to change the provider of said vision insurance plan and/or the level of benefits provided under that plan without meeting and conferring.

### **3.02 Retirement**

The City is a contract member of the California Public Employees' Retirement System (CalPERS), and it is understood and agreed that such membership will be maintained and that employee eligibility, classification, contributions, and benefits are as prescribed in the contract between the City and CalPERS heretofore approved by the Santa Monica City Council. The terms and conditions regarding CalPERS retirement and optional benefits for miscellaneous employees between

the City and MTA, STA, ATA, MEA, PAU, PALSSU, SMART-TD, Teamsters, and EPP participants, are covered by the Umbrella Agreement between the City and a Coalition of those recognized employee organizations.

- A. Tier 1 permanent employees hired by the City before July 1, 2012, are provided the following retirement benefits:
- (1) 2.7% @ 55 benefit formula with a final compensation period calculated as the single-highest year or highest 12 consecutive months of compensation earnable.
  - (2) Tier 1 employees pay the entire member contribution as statutorily determined by CalPERS, which is currently equal to 8% of compensation earnable.
- B. Tier 2 permanent employees hired on or after July 1, 2012, are provided the following retirement benefits:
- (1) 2% @ 55 benefit formula with a final compensation period based upon the highest annual average compensation earned during the 36 months immediately preceding the effective date of retirement or another period designated by the employee.
  - (2) Employee contributions include the entire required member contribution equal to 7% of compensation earnable.
- C. Permanent employees hired on or after January 1, 2013, who are “new members” as defined in the Public Employees’ Pension Reform Act of 2013 are provided the following retirement benefits:
- (1) 2% @ 62 benefit formula with a final compensation period based upon the highest annual average compensation earned during the 36 months immediately preceding the effective date of retirement or another period designated by the employee.
- “New members” shall be required to contribute at least one-half of the total normal cost as calculated and established in the annual CalPERS valuation report. If the total normal cost of the plan changes by one percent or more from the base total normal cost established for the plan, the new member rate shall be 50% of the new normal cost rounded up to the next highest quarter percent.
- D. Tier 1 permanent employees hired by the City in the classification of Pier and Harbor Services Officer and Lead Pier and Harbor Services Officer before July 1, 2012, are provided the following retirement benefits:
- (1) First Level - Other Safety 1/2 pay @ 55

- (2) Tier 1 employees pay member contributions as statutorily determined by CalPERS.
- E. Permanent employees hired in the classification of Pier and Harbor Services Officer and Lead Pier and Harbor Services Officer on or after January 1, 2013, who are “new members” as defined in the Public Employees’ Pension Reform Act of 2013 are provided the following retirement benefits:
- (1) 2% @ 57 benefit formula with a final compensation period based upon the highest annual average compensation earned during the 36 months immediately preceding the effective date of retirement or another period designated by the employee.
  - (2) “New members” shall be required to contribute at least one-half of the total normal cost as calculated and established in the annual CalPERS valuation report. If the total normal cost of the plan changes by one percent or more from the base total normal cost established for the plan, the new member rate shall be 50% of the new normal cost rounded up to the next highest quarter percent.
- F. As-needed employees are not eligible for the City’s health and wellness benefits, unless required by applicable law. The City does not participate in the Social Security system, therefore, the City provides an alternative to Social Security as permitted by the federal Omnibus Budget Reconciliation Act of 1990 (OBRA). The City will provide an OBRA retirement plan for as-needed employees who are not eligible for coverage under CalPERS. Under the OBRA plan, as-needed employees contribute 3.75% of wages toward the plan, and the City contributes 3.75% of wages for a total of 7.5%.

The terms and conditions pertaining to other optional CalPERS benefits, including but not limited to Fourth Level of 1959 Survivor Benefit as set forth in Government Code Section 21574 and the Pre-Retirement Optional Settlement 2 Death Benefit as set forth in Government Code Section 21548, will apply to all permanent employees.

### **3.03 Tuition Reimbursement**

The City will reimburse each permanent full-time employee for the cost of tuition and required study materials for career improvement or job enhancement courses approved by the Department Head and subject to appeal to and approval of the Director of Human Resources or their designee. Permanent part-time employees are also eligible to receive tuition reimbursement at a prorated amount based on FTE. Reimbursement shall equal the total cost of tuition (exclusive of lodging and meals) and the total cost of required study materials, (including books), provided, however, that:



- A. The maximum amount of reimbursement per employee shall not exceed \$3,500 in a Fiscal Year.
- B. The course of study must be approved in advance by the employee's Department Head and the Director of Human Resources or their designee, with a copy of the tuition reimbursement request provided by the employee to their Department Head before submitting the request to the Director of Human Resources, or their designee. The course of study must be taken from an accredited college or university, or accredited trade school. Proof of course completion must be provided to the Human Resources Department.
- C. The course must be directed to qualify the employee for employment in a position represented in the City work force or to enhance current job skills.
- D. The employee must exhibit some reasonable expectation of qualifying for another City position upon successful completion of the study course if that was the reason for enrollment.
- E. The tuition and other covered expenses shall be paid in advance by the City upon the pre authorization of the course by the Department Head and the Director of Human Resources, or their designee.
- F. In no event shall the City's reimbursement be reduced when there is an outside source of aid except in those cases where the aid from any outside source, plus the normal City reimbursement, exceeds the cost of tuition and study material for the approved study course.
- G. Only employees who have completed an initial probationary period with the City are eligible for this program.
- H. Courses covered by this provision must be taken on the employee's off-duty time or on authorized vacation leave.
- I. The procedure to be followed with regard to the administration of the tuition reimbursement program shall be established by the Human Resources Department.
- J. If the employee does not pass the pre-authorized course or separates from City employment before completing the course, the employee is required to reimburse the City for any payment made by the City under this provision.

The City will maintain a computer record of each employee's training and tuition reimbursement course completions, which record shall be made available to the employee for use in making application for other City positions.

### **3.04 Deferred Compensation**

Permanent employees will be offered participation in the City's deferred compensation plan.

The City agrees to match up to \$100 per month, on behalf of each employee who is participating in the plan. Each part-time employee is eligible to receive said deferred compensation plan contribution by the City on a pro-rata basis in the same proportion as the number of hours budgeted for the part-time position bears to the full-time 40-hour work week. Effective July 1, 2028, the City's match contribution shall increase to \$125 per month.

### **3.05 Uniform Allowance**

- A. Each permanent employee covered by this MOU, if required to wear a full uniform and such uniform is not furnished by the City, shall receive a bi-weekly uniform allowance of \$35; and shall provide and wear at all times while on duty the uniform prescribed by their respective Department Heads. Employees who are required to wear a uniform and receive a monthly uniform allowance must purchase and maintain their uniforms with that uniform allowance.
- B. In addition to the monthly uniform allowance described in Subsection A. above, the City shall provide one complete uniform prescribed by the department as well as the equipment required for the position, as specified by management, and one additional uniform shirt and pants to each newly hired permanent employee in the following job classifications: Pier and Harbor Services Officer, Communications Operator - Police, Communications Operator - Fire, Community Services Officer I and II, Lead Community Services Officer I and II, Public Services Officer, Lead Public Services Officer, Animal Control Officer, Airport Services Officer, Lead Airport Services Officer, Forensic Technician, Forensic Specialist, Lead Forensic Specialist, Police Records Technician, Custody Officer, Lead Custody Officer, Traffic Services Officer, Lead Traffic Services Officer, Police Officer Trainee, Fire Code Enforcement Officer I and II, Code Compliance Officer, Code Enforcement Officer I and II, Lead Code Enforcement Officer, Transit Operations Assistant, Hazardous Materials Specialist, Fire Prevention Coordinator, Training and Safety Coordinator, and Lead Crossing Guard.

In addition, provided that receipts are presented to the appropriate supervisory staff for approval at the time of purchase, the City will reimburse employees who hold positions in those job classifications for the necessary replacement of two uniform shirts and pants, or, in lieu thereof, other department pre-approved equipment of equal value annually and one uniform jacket every three years.

In addition, if the employee can demonstrate that additional uniform items that have been damaged on duty need to be replaced and the employee receives pre-

approval from the appropriate supervisory staff, the employee will be reimbursed for the purchase of those additional uniform items upon submittal of receipts for those items. This includes department-required boots or shoes.

If an employee covered by this section assumes a different position in one of the other job classifications covered by Subsection B., the City shall provide the employee with the uniform and equipment required for the position, as specified by management. If an employee covered by Subsection B. of this section assumes a different work assignment in their current job classification, the City shall provide the employee with any new uniform and/or equipment items required for that work assignment, as specified by management.

Employees in the classifications of Pier and Harbor Services Officer, Community Services Officer I and II, Lead Community Services Officer I and II, Public Services Officer, Lead Public Services Officer, Code Enforcement Officer I and II, Lead Code Enforcement Officer, Forensic Technician, Forensic Specialist, Lead Forensic Specialist, Fire Code Enforcement Officer I and II and Hazardous Materials Specialist may request a Bullet Resistant Vest. At the employee's request, vests will be replaced upon expiration. If provided a vest, employees shall wear the vest while in uniform.

- C. In addition to the bi-weekly uniform allowance described in Subsection A. above, the City shall provide, upon hire, one complete uniform prescribed by the department, as specified by management, and one additional uniform shirt and pants each fiscal year for Motor Coach Training Coordinators who are required to wear a City uniform.
- D. In addition to the bi-weekly uniform allowance described in Subsection A. above, the City shall provide, upon hire, one complete uniform prescribed by the department, as specified by management, and one additional uniform shirt and pants each fiscal year for Library Services Officers who are required to wear a City uniform.
- E. Upon request, the City agrees to furnish and maintain coveralls to those employees who are required to do work that may cause damage to their personal clothing.
- F. Except for those permanent employees receiving a uniform allowance (provided in Subsection A.), a uniform (provided in Subsections B., C., and D.) or coveralls (provided in Subsection E.), the City shall provide and maintain at least nine sets of any required uniform and employees shall be required to wear such uniforms at all times while on duty. The only exception to the nine sets of any required uniform will be those work assignments (e.g., CREST) where a full uniform is not required and the clothing items required vary by work assignment. For those employees, the City shall provide what is determined to be the appropriate number of clothing articles required for the employee's work assignment.

- G. If a permanent employee is required by the City to wear safety shoes or uniform shoes, the City shall provide a voucher or allowance up to \$300 annually for employees to purchase safety shoes or \$150 annually to purchase uniform shoes. If an employee's safety shoes become worn or damaged to such a degree that they are no longer adequate from a safety standpoint per the City Safety Officer or employee's supervisor, or if the classification requires more than one style of safety shoe, the City shall provide another pair not to exceed the annual maximum allowance, unless the safety shoes are damaged within the scope of work.
- H. The City shall provide one jacket annually for those permanent employees who are required to wear a uniform and are required to work outdoors. If the jacket becomes worn or damaged to such a degree that it is no longer adequate, the jacket will be replaced by the City. The City will designate which job classifications would qualify for this benefit and will determine the type of jacket that is appropriate in terms of the employee's duties and the outdoor conditions in which the employee is required to work.
- I. Employees who are required to wear uniforms while on duty shall wear such uniforms at all times while on duty.
- J. Nothing in this MOU precludes the City and the employees in a specific work unit from reaching agreement regarding a uniform allowance arrangement not specifically set forth in this Section 3.05. This could include an arrangement where the employee receives a portion of their annual uniform allowance in advance for the purpose of purchasing uniforms, with the remaining portion of the annual uniform allowance to be prorated over the 12-month period.
- K. The City will report the value of provided uniforms to CalPERS based on the actual cost, not to exceed \$720 per month per employee, to provide and maintain uniforms for employees employed on or before December 31, 2012. The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2 of the California Code of Regulations, Section 571(a)(5) Uniforms.

Employees who are "new members" as defined under the Public Employees' Pension Reform Act of 2013 will not have the value of the uniforms reported as special compensation.

### **3.06 Mileage Reimbursement**

Reimbursement to employees for authorized use of a private vehicle for City business shall be made pursuant to the City's Mileage Reimbursement Administrative Instruction.

Employees are encouraged to participate in one of the City's Rideshare programs.

3.07 Sick Leave Buy Back

A permanent employee has the annual option to be paid for certain unused sick leave on the terms noted below or to “bank” unused sick leave. An employee can also elect to split the number of sick leave days subject to buy back and can designate that a portion of those days, as specified by the employee, be placed in the employee’s sick leave “bank” as opposed to being cashed out.

Payment at the employee’s base salary for the fiscal year during which the sick leave was earned but not used, excluding any special assignment or bonus pay, shall be made only to employees on the payroll as of June 30th of that fiscal year. To qualify for payment, an employee must have a sick leave “bank” of 12 days. For the purposes of this Section, “bank” means sick leave earned in prior years and reported in the “Sick Leave Balance Brought Forward from Prior Contract Year” column of the “Vacation, Sick Leave and Compensatory Time” report issued by the Finance Department at the beginning of the fiscal year during which payable sick leave is earned.

Annual sick leave payoffs under this Section for employees with less than ten years of service shall be made according to the following schedule:

Sick Leave Hours Used <u>In the Fiscal Year</u>	Sick Leave Hours Payable <u>At Fiscal Year End</u>
16	
24	48
32	40
40	32
48	24
56	16
64 or more	8
	0

Annual sick leave payoffs under this Section for employees with ten or more years of service shall be made according to the following schedule, provided that there are enough sick days in the described below:

<u>Sick Leave Hours Used In the Fiscal Year</u>	<u>Sick Leave Hours Payable At Fiscal Year End</u>
16	96
24	88
32	80
40	72
48	64
56	56
64	48
72	40
80	32
88	24
96	16
104	8
112 or more	0

The parties that the use of Code 40 or other paid time off that was not appropriately scheduled in advance disqualifies an employee from eligibility for payment under this Section, with the following exceptions:

- (1) Compressed Work Schedule: Employees assigned to work a compressed work schedule will be allowed to use Code 40, or other paid leave time, including vacation leave, compensatory time or personal leave day hours, to supplement eight hours of paid sick leave in order to receive a full day's pay for a sick day. The use of Code 40 or other paid leave time in this manner by an employee assigned to a compressed work schedule will not disqualify the employee from being eligible for Sick Leave Buy Back,
- (2) Workers' Compensation Leave: The use of Code 40 by an employee who is on Code 40 as a result of being on workers' compensation leave will not forfeit their eligibility for the sick leave buy back unless the employee has also used Code 40 for different reason(s).

Sick leave for which payoff is received is considered "used" in that it will not be added to the "bank" (or if added to the "bank" before the payoff date, will be removed from the "bank").

An MEA permanent employee who retires from the City may cash out up to 25% of their unused, accrued sick leave at the time of retirement.

### **3.08 Long-Term Disability Insurance**

The City agrees to maintain a long-term disability insurance plan for permanent employees at no cost to the employee. There shall be no reduction in the long-term disability payment the employee is entitled to receive unless said changes are mandated by the long-term disability insurance plan provider. The waiting period for long-term disability benefits for an employee who qualifies for said benefits is 60 days. Long-term disability insurance benefits equal 60% of either the employee's base salary or \$6,667 per month, whichever amount is less, reduced by the employee's income from other sources, including payments received from State Disability Insurance coverage.

### **3.09 State Disability Insurance**

The City shall contract for State Disability Insurance coverage for permanent employees. Said coverage will be at the City's expense. Eligibility for benefits provided under said plan is subject to the waiting period required by the State.

SDI is a paid leave program (known as wage replacement benefits) administered by the state Economic Development Department (EDD) for disability (including pregnancy-related conditions) and family care leave (including baby-bonding). New claims generally cover up to 70% of an employee's wages (up to 90% for those earning less than a specific threshold), up to a weekly benefit maximum.

### **3.10 Term Life Insurance**

The City will provide and maintain for each permanent employee a term life insurance plan in an amount equal to \$100,000. Payment of the insurance premium is at no cost to the employee; however, employees are solely responsible for any associated taxes that may be required under the Internal Revenue Code.

### **3.11 Training/Professional Development**

The City and MEA agree that education and training may enhance an employee's job performance and prepare the employee for career advancement within the City. To that end, the City and MEA encourage employees to take advantage of City-sponsored training and professional development programs and the tuition reimbursement program (Section 3.03), which provides a financial incentive for permanent employees to take courses on their own time.

Training/professional development courses covered by this section do not need to be provided by an accredited college or university. Requests for training/professional development shall be submitted to the Director of Human Resources or their designee, with a copy of the request being submitted to the employee's Department Head. The Director of Human Resources, or their designee, will meet with the employee's Department Head to determine whether

or not the request for training/professional development will enhance the employee's job performance or prepare the employee for career advancement within the City. The Director of Human Resources, or their designee, shall make the final determination regarding whether or not the requested course would enhance the employee's job performance and/or prepare the employee for career advancement with the City.

In any fiscal year during the term of this MOU, permanent employees are entitled to take one training or professional development course for which it has been determined that the course will either enhance the employee's job performance or prepare the employee for career advancement within the City, with the course to be scheduled at the Department's convenience during work hours, either on or off-site. The cost of an off-site training course shall not exceed \$100 unless the employee's Department is willing to cover the additional costs associated with the training through funds allocated to the Department's training budget. The cost of courses provided on-site by the City shall be paid by the City.

If an employee wishes to take a training or professional development course that is only available either during a work shift or on a work day that the employee is not regularly scheduled to work, reasonable efforts will be made to temporarily change the employee's work schedule so that they can take the training course during work hours. The City, however, will be under no obligation to change the employee's work schedule so that they can take a particular training course if doing so would have a negative impact on the department's/division's/work unit's operations or would result in the payment of overtime, either to that employee or to another employee. If an employee believes they have been unreasonably denied the opportunity to take a training course that is scheduled outside of the employee's regular work hours, they can file a grievance in accordance with Section 6.05.

The City will maintain a computer record of each employee's training and tuition reimbursement course completions, which record shall be made available to the employee for use in making application for other City positions.

### **3.12 Vacation Cash-Out**

Each permanent employee has the option to cash out accrued vacation leave based upon the years of service completed at the time of the exercise of the option on two occasions each calendar year (on or about July 1st and on or about December 31st), as follows:

<u>Years of Service Completed</u>	<u>Maximum number of cashable hours</u>
Less than 5 years	Up to 48 hours
5 - 10 years	Up to 60 hours
10 – 15 years	Up to 72 hours
15 or more years	Up to 84 hours



In order to exercise this option with respect to the July 1st cash-out, an employee must, before the end of the preceding calendar year, designate up to the applicable maximum number of hours allowed, that they would like to cash out effective July 1st. If the employee fails to make a designation, they will not be allowed to cash out any hours at that time.

In order to exercise this option with respect to the December 31st cash-out, an employee must, before the end of the preceding calendar year, designate the number of hours, up to the applicable maximum number of hours allowed, that they would like to cash out effective December 31st. If the employee fails to make a designation, they will not be allowed to cash out any hours at that time.

Once an employee has elected to participate in the Vacation Cash-Out Program, the total number of hours designated for cash-out will be automatically processed and paid. If an employee has a lower balance of vacation leave than elected vacation hours, only available vacation hours at the time of cash-out will be processed.

For employees who elect to cash out vacation hours as specified above, those hours will be paid to the employee at the end of the fiscal year at the same time as the Sick Leave Buy Back Program.

## **ARTICLE IV: LEAVES**

### **4.01 Holidays**

A. Permanent employees receive the following paid holidays:

New Year's Day (January 1)  
Martin Luther King's Birthday (Third Monday in January)  
President's Day (Third Monday in February)  
Cesar Chavez Day (Last Monday in March)  
Memorial Day (Last Monday in May)  
Juneteenth (June 19)  
Independence Day (July 4)  
Labor Day (First Monday in September)  
Veteran's Day (November 11)  
Thanksgiving Day (Fourth Thursday in November)  
The Friday following Thanksgiving  
The half day immediately before Christmas Day  
Christmas Day  
The half day immediately before New Year's Day  
One cashable floating holiday  
Two non-cashable floating holidays  
All other holidays declared by City Council

In addition, the Library shall close by no later than 5:30 PM on the day before Thanksgiving Day and the day before New Year's Day.

- B. The non-cashable floating holidays become available at the beginning of each fiscal year and must be taken before the end of that fiscal year. Only those employees who are on the payroll at the beginning of the fiscal year are entitled to receive the non-cashable floating holidays for that fiscal year. If taken off, the non-cashable floating holidays must be used in lieu of a regularly scheduled work day and cannot be taken off in hourly increments. If the non-cashable floating holidays is not taken by the end of the fiscal year, it shall be forfeited.
- C. The cashable floating holiday becomes available at the beginning of each fiscal year and must be taken before the end of that fiscal year. Only those employees who are on the payroll at the beginning of the fiscal year are entitled to receive a cashable floating holiday for that fiscal year. If taken off, the cashable floating holiday must be used in lieu of a regularly scheduled work day and cannot be taken off in hourly increments. A cashable floating holiday not taken by the end of the fiscal year shall be paid to the employee on the final paycheck at fiscal year-end. A cashable floating holiday that is cashed out at the end of the fiscal year shall be paid in an amount equal to eight hours at the employee's straight-time base salary rate of pay that is in effect as of the last pay period of the fiscal year.

- D. Employees in departments or divisions currently observing different holiday schedules shall, in lieu of the holidays listed above, receive holidays enjoyed by other operating employees in that particular department or division, provided, however, that the same number of holidays (15) shall be observed.
- E. If a holiday falls on an employee's regular day off, the employee shall receive a non-cashable floating holiday for use during that fiscal year. If taken off, the non-cashable floating holiday must be in lieu of a regularly scheduled work day and cannot be taken off in hourly increments. If the non-cashable floating holiday is not taken by the end of the fiscal year, it shall be forfeited. This section does not apply to employees who work in a 24-hour facility and are required to work on holidays.
- F. Whenever any paid holiday listed in Subsection A. falls on any day other than Saturday or Sunday when a City facility (including department, division or work unit) is already scheduled to be closed to the public because of the adoption of a compressed work schedule, employees who work at said City facility will receive a floating holiday in lieu of the day listed as the paid holiday. This floating holiday cannot be cashed out at the end of the fiscal year or carried over to the next fiscal year. This floating holiday must be taken by the end of the fiscal year in which it is granted to the employee or be forfeited.

Employees who work on an authorized paid holiday shall be paid overtime in accordance with Section 2.03.

If an employee is scheduled to work on a holiday and fails or refuses to appear for duty, they will forfeit any compensation for the day, including holiday pay, sick leave pay, or other compensation.

#### **4.02 Vacation Leave**

Each permanent employee accrues vacation leave with pay on the following basis:

- A. Following completion of the first six calendar months of continuous service, six working days.
- B. Thereafter, up to and including five completed years of service, one working day for each completed calendar month of service.
- C. Upon completion of five years of service and up to ten completed years of service, 1.25 working days for each completed calendar month of service.
- D. Upon completion of 10 years of service and up to 15 completed years of service,

1.5 working days for each completed calendar month of service.

- E. Upon completion of 15 years of service and thereafter, 1.75 working days for each completed calendar month of service.
- F. A completed calendar month for which vacation leave accrues means a calendar month in which the employee has been in pay status for 11 or more working days in that month.
- G. Accrual of vacation leave shall not exceed three times' the employee's annual accrual of vacation.
- H. Except as provided herein, the administration or application of vacation leave provisions and the limitations on the accumulations, proportionate accumulation, scheduling and payment for such leave is as prescribed in the Civil Service provisions of the Santa Monica Municipal Code.
- I. An employee may accrue up to 80 hours of banked personal leave in the event they reach their vacation accrual limit and ceases to accrue vacation. The accrual rate for banked personal leave is the same as the employee's vacation accrual rate. The accrual of banked personal leave is not limited to a one-time accrual. The banked personal leave can be carried over from fiscal year to fiscal year. The banked personal leave cannot be cashed-out when an employee separates from City employment.

#### **4.03 Sick Leave**

- A. The use of sick leave shall be defined as in Section 2.04.320 of the Santa Monica Municipal Code, hereby incorporated as if set forth in full herein, except as follows:

Sick leave is defined as absence from duty because of the employee's illness or an off-the-job or on-the-job injury; exposure of the employee to contagious disease as evidenced by certification from an accepted medical authority; medical or dental appointments of the employee or the employee's spouse, child, parent, sibling, grandchild, grandparent or the employee's registered domestic partner that could not be scheduled during non-work hours, with proper advance notification to the employee's supervisor, or illness or injury of the employee's spouse, child, parent, sibling, grandchild, grandparent or the employee's registered domestic partner. For the purpose of this section, parents and children of the employee's spouse or domestic partner are covered by this provision.

- B. Permanent employees accrue sick leave with pay on the following basis:

- (1) Six working days upon hire.
- (2) Upon completion of six months of employment, one working day per

completed calendar month of service.

- (3) A completed calendar month for which sick leaves accrues means a calendar month in which the employee has been in pay status for 11 or more working days in that month.

C. Permanent part-time employees accrue sick leave in that proportion as the number of hours budgeted for the position bears to the full- time work week.

D. As-needed employees accrue sick leave as follows:

- One hour of sick leave for every 30 hours worked.
- Employees are eligible to begin using accrued sick leave as soon as they accrue sick leave. Employees may use up to 40 hours of sick leave in a fiscal year.
- Maximum accrual is 80 hours of sick leave. At the end of the fiscal year, a maximum of 40 hours can be rolled over into the new fiscal year.
- If an employee has reached the maximum accrual of 80 hours and uses some of their sick leave, they continue to accrue again until reaching the maximum 80 hours.

E. Any employee who is absent because of illness or disability shall notify their Department Head or other immediate superior officer in accordance with the Department's established policies and procedures.

F. In the event of a conflict with state or federal law, the City will comply with the provisions of applicable state or federal law.

#### **4.04 Leave of Absence Without Pay**

An employee may be granted a leave of absence without pay upon application approved by the Department Head and the City Manager. A leave of absence may not exceed one years' time. Upon expiration of the leave, the employee shall be reinstated to the position held before the leave was granted. Such leave shall be granted only in those cases where an employee's record of service and qualifications make it desirable for the City to retain their services even at the cost of some inconvenience to the City.

Unless prohibited by the Family Medical Leave Act, or similar state and/or federal legislation, the employee's service date shall be adjusted for unpaid leaves of absence which exceed 30 calendar days, with the employee's service date being moved forward by the same number of days as the unpaid leave of absence. If a permanent employee separates from the City but is rehired within 12 months, the break in service between the last date of employment and the date on which the employee is rehired will be treated as an unpaid leave of absence for the purpose of

establishing the employee's service date with the City.

#### **4.05 Military Leave**

The City will observe the military leave requirements of state and federal law.

#### **4.06 Workers' Compensation Leave**

Any employee who is receiving disability payments under the "Workers' Compensation Act of California" (for on-the-job injuries sustained while engaged in the performance of the duties of any such City position) shall receive from the City during the first 60 calendar days of such disability absence, after the two-day waiting period has been met, payments in an amount equal to the difference between the disability payments received under the Workers' Compensation Act and the employee's full salary. Such payments by the City shall be made without any deduction from accrued sick leave benefits. The City's obligation to make such payments shall not commence until the third day of such disability absence unless the employee is hospitalized, in which case the City's obligation to make such payments shall commence on the first day that the employee is absent. An employee may use available accrued sick leave to cover the first two days of such disability absence. If the employee's disability absence exceeds 60 calendar days, an employee may supplement the Worker's Compensation benefit received under State law with available accrued sick leave, vacation leave, and compensatory time. The total number of leave hours, along with the Worker's Compensation benefit, cannot exceed the employee's base pay for each day of leave. For purposes of worker's compensation leave, accrued leave hours can only be used in one-hour increments.

Any employee who is receiving disability payments under the "Workers' Compensation Act of California" (for on-the-job injuries sustained while engaged in the performance of the duties of any such position) shall receive from the City, during the first 30 calendar days of such disability absence, payments in an amount equal to the difference between the disability payments received under the Workers' Compensation Act and the employee's full salary. For the next 30 days of such disability absence, the employee shall receive from the City a payment in an amount equal to the difference between the disability payments received under the Workers' Compensation Act and 75% of the employee's salary. Such payments by the City shall be made without any deduction from accrued sick leave benefits. The City's obligation to make such payments shall not commence until the third day of such disability absence.

#### **4.07 Jury Duty**

A permanent employee who is duly called to serve on any jury and when unable to be excused therefrom, shall receive their regular base compensation less all jury fees received excluding mileage for the time required to be spent in court. Each employee receiving a notice to report for jury service shall immediately notify their

immediate supervisor.

Employees shall return to their regular daily job assignment to complete their regular daily work hours when reasonably possible, taking into consideration when they are released from jury service for the day and the employees' regular work hours.

Where operationally possible, any employee called to jury duty shall, for administrative purposes, be placed on a Monday through Friday schedule, which incorporates the operational hours of the court, for the duration of their jury duty. The Monday through Friday schedule change shall not occur for the employee's reporting week, only if the employee is called to serve on the jury.

If either the state or federal court system changes current policy, which excuses from jury service those employees who do not receive full compensation from their employer during the full period of jury service, regardless of frequency, the parties will meet and confer over the impact of this change on employees.

#### **4.08 Bereavement Leave**

Bereavement leave of not more than five working days, with pay shall be provided to permanent employees for absence from duty due to the death of a member of the employee's immediate family meaning the employee's: spouse, domestic partner, child, step child, child of the employee's domestic partner, brother, sister, parent, step-parent, step-brother, step-sister, parent-in-law, son-in-law, daughter-in-law, grandparent, and grandchild. Bereavement leave of not more than three working days, with pay, shall be provided for absence from duty due to the death of an employee's sister-in-law, brother-in-law, uncle, aunt, niece and nephew.

Requests by employees for an additional two working days, for a total of five days leave with pay, due to the death of a relative for whom only three working days leave with pay is granted, shall not be unduly or unreasonably denied by the City where unique circumstances warrant granting the request. Requests of employees to supplement bereavement leave through use of additional paid leave benefits such as sick leave or vacation shall not be unreasonably denied by the City.

#### **4.09 Personal Leave**

Permanent employees accrue six days (i.e., 48 hours) of personal leave each fiscal year that may be used for personal matters. Personal leave accrues as follows: (1) four days (i.e., 32 hours) of personal leave, shall accrue on the first day of the fiscal year for employees who are on the payroll as of that date. (2) two days of personal leave (i.e. 16 hours) shall accrue on the first day of the third quarter of each fiscal year for employees who are on the payroll as of that date. This leave shall be granted in units of not less than one hour. This leave shall not be accruable from year to year if not used in any given fiscal year.

Scheduling of days off shall be done with prior approval of the employee's

supervisor, provided that request for time off shall not be unreasonably denied. Denials shall be given in writing, including the reason for the denial, upon request by the employee.

A paid personal leave day means eight hours at the employee's straight-time base salary rate of pay. Employees who are on a compressed work schedule may use personal leave days in units of less than two hours for the purpose of supplementing eight hours of paid vacation or eight hours of sick leave in order to receive a full day's pay. Employees who are on a compressed work schedule may use accrued vacation and/or compensatory time in order to get a work day off with pay.

Personal leave days cannot be carried over from year to year if not used in any fiscal year and, if unused at the end of the fiscal year, cannot be cashed out unless the employee can demonstrate that they were unreasonably denied the time off by their supervisor. Refusal on the part of the employee to accept an alternate day off does not constitute an unreasonable denial of time off by a supervisor. In addition, if an employee waits until the last two months of the fiscal year to request the time off and it is not possible for the leave to be granted without the employee's absence having a negative impact on the department's operations, the request for time off can be denied. Such denial is not considered unreasonable. If an employee believes that they were unreasonably denied personal leave time, they shall submit a letter to the Human Resources Department before the end of the fiscal year requesting that the unused personal leave time be cashed out. Cash out of the personal leave time shall be subject to approval by the Director of Human Resources or their designee. Such approval shall not be unreasonably denied.

Permanent employees also accrue eight hours of cashable personal leave. An employee must be on the payroll as of the first day of the fiscal year in order to be eligible to receive the eight hours of cashable personal leave. These cashable leave hours cannot be carried over to a subsequent fiscal year if not used in the fiscal year in which the hours have accrued. Payment equivalent to the employee's base salary as of June 30th for any unused cashable leave shall be payable to the employee upon the request of the employee at the end of the fiscal year when earned.

#### **4.10 Parental Leave**

Permanent employees who demonstrate that they have primary responsibility for the care of a new child, are entitled to a leave of absence of up to four months immediately following the child's birth or adoption. Upon expiration of the leave, the employee shall be returned to the same line-item position occupied prior to the leave. Paid vacation leave, personal leave, accrued compensatory time off and sick leave, if applicable, and unpaid leave shall be counted toward the four month total. Additional leave may be requested under 4.04.

If state or federal law provides a more generous parental leave benefit, the employee shall receive the most generous benefit in lieu of the benefit described above.



Maternity leave is not the same as parental leave and shall be administered in accordance with applicable state and federal law. The California Fair Employment and Housing Act (FEHA) grants all employees disabled by their own pregnancy the right to take unpaid medical leave known as Pregnancy Disability Leave (PDL). An employee is entitled to up to four months (17 1/3 weeks) for the period they are disabled for each pregnancy. PDL can be taken intermittently – it does not have to be taken in one continuous period. The City may require the employee to use any available and accrued sick leave during the PDL. An employee may choose to use other paid leave at their discretion during the PDL. An employee should give the City at least 30 days' notice when the need is foreseeable, and as soon as practicable during an emergency or unforeseen complication. When an employee returns to work following maternity leave, the employee shall be reinstated to her former position.

SDI is also not the same as parental leave and shall be administered in accordance with the requirements established by the State. SDI baby-bonding leave allows for up to 8 weeks of paid leave. Both parents are eligible. SDI pregnancy disability leave allows for up to four weeks of leave prior to the expected due date of the baby for a normal pregnancy, and six weeks (for normal delivery) or eight weeks (for Cesarean section) of leave after delivery. SDI leave can be taken intermittently.

#### **4.11 Family Leave**

The City shall comply with the Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA). The FMLA and CFRA provide up to 12 weeks of unpaid job-protected leave in a 12-month period for a family member's serious health condition or for baby bonding. Baby bonding leave can begin once the child is born, up to one year after the child's birth. A parent may take baby bonding leave for birth, adoption, or foster placement. This includes time for the placement of a child in connection with adoption or foster care (for example, attending counseling sessions, court hearings, or legal consultations in connection with the placement of a child, and for a physical examination or travel to another country to complete an adoption). FMLA and CFRA leave may run concurrently depending on the type of leave or family member.

Once the City becomes aware of an employee's need for potentially qualifying CFRA/FMLA leave, the employee will be advised to contact the Human Resources Department regarding eligibility for Family Leave.

When granted FMLA and/or CFRA leave for Family Leave, the employee may choose to use available accrued sick leave at their discretion. All other available leave time, if applicable, shall run concurrent with the employee's CFRA/FMLA leave before the employee can go on unpaid status.

Employees receiving disability benefits or partial wage replacement benefits through

SDI while on CFRA leave will not be required to use any accrued paid leave before or during the CFRA leave. When receiving such benefits, employees will have the option of supplementing with any form of accrued paid leave.

## **ARTICLE V: WORKING CONDITIONS**

### **5.01 Safety and Loss Prevention**

The City shall make every reasonable effort to provide a safe and healthy working environment in accordance with applicable State and federal laws and regulations. MEA agrees that where safety devices or items of protective equipment are required or furnished, their use shall be mandatory. Employees shall report unsafe practices, equipment or conditions to their supervisors. An employee who engages in unsafe acts may be subject to disciplinary action.

An employee who is directed to perform a task that the employee has good reason to believe is unsafe may request an immediate review by their Department Head and the Human Resources Director who shall consult with other safety specialists as appropriate. During the period of review and investigation, the employee is not required to perform the task complained of, will not suffer loss of pay or benefits, and, if possible, will be assigned other appropriate duties. If the task complained of is deemed safe by the appropriate official, the employee will perform the work as instructed.

Both parties to this MOU agree to fully support the City's Risk Control Policy and Injury and Illness Prevention Program. Said policy sets forth the City's commitment to maintaining a safe and healthy work environment, to preventing accidents and injuries, and minimizing risk and loss wherever possible. Said policy outlines the safety responsibilities of the City, City managers and supervisors, and City employees.

The City shall conduct annual training for employees and their supervisors specifically addressing the handling of blood-borne pathogens and potential bio-hazards that employees may encounter in the course of performing their work duties. Training shall be provided to employees included in, but not limited to, the classification of Jail Services Attendant.

### **5.02 Performance Evaluations**

The parties to this MOU agree that one purpose of a performance evaluation is to record the accomplishments and deficiencies with regard to a permanent employee's performance that have previously been discussed by the employee and supervisor during the period of time covered by the performance evaluation. In addition, the performance evaluation is an opportunity for the employee and supervisor to discuss what improvements, if any, must be made by the employee during the next evaluation period. It is also an opportunity for the employee and supervisor to set and discuss goals and objectives for the next evaluation period regarding the employee's job performance and their career development within the City. If an employee does not agree with their performance evaluation, the employee can submit a written response to their performance evaluation to be attached to the

evaluation before it is filed in the employee's personnel file or the employee can appeal their performance evaluation per the appeal procedure set forth in Section 6.10.

Disciplinary actions, including reprimands and warnings, which become a part of the employee's official personnel file may be referenced in the employee's next performance evaluation and may be taken into account in rating the employee's performance. If an employee files a grievance over any disciplinary action which has been taken, said disciplinary action cannot be taken into account in the employee's performance evaluation unless the grievance process has been completed and the disciplinary action has become final.

### **5.03 Effect of Reassignment/Recertification on Skill/Bonus Pay**

When a "bonus," "skill," or additional pay as referenced in Sections 2.04 (Shift Differentials), 2.06 (Skill Pay & Bonuses) or 2.07 (Temporary Upgrade Pay), is the result of assignment to specified duties or hours, or of maintenance of a registration, certificate, or other credential, the loss of the bonus, skill, or additional pay due to the end of the assignment or failure to maintain the required registration, certificate, or credential, does not constitute a demotion under the Santa Monica Municipal Code.

### **5.04 Employee Parking**

Employees shall be provided with a parking location and parking card or other identification placard to park in City workplaces. In order to encourage employees to commute using alternative means of transportation other than single-occupancy vehicle (SOV) driving, a parking cash-out incentive shall be offered. Each employee has the option to commit to a non-SOV driving form of transportation as her/his principal mode of transportation in exchange for a monthly payment (i.e., cash-out) in the amount of \$100. Employees will not be eligible for cash-out if they drive alone (i.e., SOV driving) to work and park in an alternative location to their designated parking location. Monthly payment will be prorated based on hours worked that month.

In order to facilitate the need for parking cash-out participants to occasionally drive to work and park, participating employees may drive to work alone or park at employee-designated parking locations up to five times per month (based on hours worked per month) without any effect on the employee's monthly cash-out. Any additional parking utilization or drive-alone trips will be deducted from the monthly cash-out at the rate of \$10 per day with the deduction not to exceed \$100 per month.

This provision does not apply to employees who travel to and from work in a City-provided vehicle on a regular basis.

MEA recognizes that the City must comply with regulations issued by the Air Quality Management District (AQMD) and the City's Transportation Demand Management

(TDM) Plan Ordinance. If MEA employees' Average Vehicle Ridership (AVR) are not progressing towards meeting the AQMD or TDM ordinance targets and it becomes necessary to consider charging for parking during the term of this Agreement in order to comply with City, State or Federal requirements regarding transportation management, the City will meet and confer with MEA, before any employees would be subject to such a charge.

### **5.05 Personnel Files**

- A. The City shall maintain one official personnel file for each employee to be kept in the City's Human Resources Department.
- B. An employee is entitled to review the contents of their City or departmental personnel file at reasonable intervals provided that the employee schedules an appointment, at least 24 hours in advance, during the regular business hours of the office in which the files are maintained. No material shall be placed in an employee's City or departmental personnel file without first having been shown to the employee except for personnel documents that have no impact on the employee's wages, hours or terms and conditions of employment. An employee may prepare a written response to any such material and such response shall be filed with the original material.

### **5.06 Job Sharing**

The City shall review and consider requests from employees to establish job-sharing arrangements. Approval of job-sharing requests shall be made by the Department Director, in consultation with the Human Resources Director, based on the operational needs of the department.

Nothing in this provision requires a Department to maintain a job-share in a situation where a full-time position is budgeted.

An employee who is denied a job-share position is entitled to receive the reasons for denial.

### **5.07 Work Schedules**

Except in the case of emergency, a permanent employee shall be provided with 21 calendar days' advance notice of what will be an on-going (i.e., not temporary) change in the employee's regularly scheduled work hours. This shall not preclude the employee and City to reach agreement prior to the end of the 21 calendar day notice period.

For all temporary changes in work schedules (i.e. training), employees shall be provided with ten calendar days advance notice to any change in the employee's

regularly scheduled work hours. If a need for a temporary change in work schedule occurs, which management could not have foreseen nor scheduled for in advance (i.e. emergencies), a temporary change may be made with less than the ten calendar days' notice.

This Section does not apply to operational areas, where work schedules need to remain flexible in order to meet the operational needs of the City. If the City determines that, from an operational standpoint, a flexible schedule is needed where one is currently not in effect, MEA and the employee affected shall be provided with 21 calendar days' notice of the change in their work schedule. The City, if a request is made by MEA, will meet and confer with MEA regarding the manner in which the proposed flexible schedule will be implemented. However, nothing in this MOU precludes the City from implementing a new work schedule if the parties fail to reach agreement by the end of the 21 calendar day notification period.

Whenever a vacancy occurs, reasonable efforts shall be made to offer that work assignment to other qualified employees who might wish to work the work schedule established for the vacant position. If more than one qualified employee requests the work schedule change, the qualified employee with the most seniority will be granted the work schedule change. If there are no volunteers, management will assign the least senior qualified employee to that work schedule. For the purpose of this section, seniority will be based upon service in the division or work unit, whichever is relevant. Management shall determine which employees meet the qualifications required for the work assignment. If an employee believes that they have been improperly denied such an assignment, they can file a grievance in accordance with Section 6.05.

In cases where a permanent employee desires to modify their work schedule to accommodate specific scheduling needs of the employee (e.g., dependent care arrangements) that do not fall within the normal work schedule established for the employee's position, the employee shall submit a request for a work schedule modification to their Department Director.

Failure to successfully transfer an employee under this section is not grievable but may be reviewable by the Human Resources Director.

The City will make every effort to provide MEA employees two 15-minute rest periods per day for each four-hour work period. The time at which rest periods are taken shall be determined by the supervisor so as not to impair service to the public. Rest periods may not be accumulated or added to a meal period, combined or used at the end of a work shift.

## **5.08 Layoffs**

Provisions of the Santa Monica Municipal Code governing layoff or abolition of a permanent position are hereby incorporated in this Agreement by reference.

MEA will be provided with 30 days' notice of the layoff of permanent MEA employee(s) or of the abolition of position(s) held by permanent MEA employee(s). If any employees represented by MEA are subject to layoff or if any budgeted positions represented by MEA are going to be abolished, the City will meet and confer with MEA. If the parties reach final impasse, however, the City is not precluded from proceeding with the proposed layoffs or abolition of positions.

## **5.09 Promotion**

If, upon promotion, a permanent employee fails to satisfactorily complete their probationary period in the position to which they have been promoted, or during the probationary period wishes to return to their former position, they have the right to return to their former position, if vacant, or to a comparable position in the same job classification if a vacancy exists. If an employee returns to their former position or to a comparable position in the same job classification, the employee shall be placed at the same salary step that they had attained in that job classification prior to being promoted. In addition, if an employee returns to their former position, they will not be subject to a new probationary period. If an employee is returned to a comparable position in the same job classification rather than the employee's former position, the employee will be on probation for six months, with two possible six-month extensions. If the employee's former position is no longer vacant and there is not a vacancy in the same job classification, the employee will have the reappointment rights to their former position provided by the Santa Monica Municipal Code. A position is considered vacant if it has not been filled by another permanent employee hired specifically for that position.

When an employee is promoted and passes probation in the promotional position, they will be eligible for a one-step salary step increase, providing that the employee is not already paid at the top salary step. All future annual salary increases will occur in 12-month increments from the date on which the employee passes probation in the promotional position and is contingent upon satisfactory performance in that position.

## **5.10 Probationary Period**

Any appointment made from an eligible list is subject to a probationary period of 12 months for all employees. However, upon the determination of the appointing authority, said probationary period can be extended for up to two additional three-month periods.

The 12-month probationary period of an employee may be extended by the appointing authority if:

- A. A license, registration, or certification is required before permanent civil service status may be granted, provided that there is a reasonable expectation that the

license, registration, or certification will be awarded during the extension.

- B. The employee has had a number of different supervisors during the probationary period, none of whom can realistically evaluate the probationary employee's performance.
- C. The employee, or the employee's immediate supervisor, was on leave for a significant portion of the probationary period.
- D. The employee's probationary period involved work on a specific project that has not yet been completed, but which reasonably can be expected to be completed during the extension period.
- E. It is necessary to complete background reference checks or similar investigations, provided that the employee is performing satisfactorily, and the checks and investigations are expected to be completed during the extension period.
- F. The employee's performance needs improvement, but in the opinion of the appointing authority, can be expected to become satisfactory during the extended probationary period.
- G. The appointing authority identifies job-related circumstances other than those listed above.

If an appointing authority determines that the extension of an employee's probationary period is warranted, they shall submit to the Director of Human Resources, in writing, the reasons for extending the employee's probationary period within ten calendar days prior to the expiration of the probationary period. This same provision applies to any three-month extension of the probationary period.

No appointee shall acquire permanent civil service status until their probationary period has expired and unless prior to the expiration of such period, the appointing authority of the appointee has recommended to the Director of Human Resources, in writing, that the appointee be given permanent civil service status. If the appointing authority fails to make such recommendation before the expiration of the probationary period, the probationary employee's employment by the City shall terminate automatically upon the expiration of said probationary period. This same provision applies to any six-month extension of the probationary period.

An employee is eligible to receive a periodic salary step increase upon the successful completion of their probationary period, provided that the employee is not already at the top step of their salary range. Subsequent periodic salary



step increases shall occur in accordance with Section 2.02. Employees who occupy classifications that have an established 18-month probationary period are eligible to receive a periodic salary step increase after the successful completion of 12 months of service and based upon their overall performance rating received on the 12-month performance evaluation.

### **5.11 Wash-Up Period**

Employees who perform physical manual labor are entitled to 15 minutes immediately before the end of their shift and five minutes immediately before lunch, to wash-up and/or change clothes.

No employee shall stop work prior to the last 15 minutes of their work shift, and no employee is entitled to the 15-minute wash-up time if wash-up and change of clothes is not necessary.

The City shall determine which positions are covered by this provision. If an employee believes that they should be covered by this provision, the employee can submit a grievance over the denial of a wash-up period under Section 6.05.

### **5.12 Subcontracting**

The City will provide MEA with 30 days' notice of any proposal to subcontract work ordinarily performed by employees represented by MEA. The City will meet and confer with MEA on any known or anticipated layoff, demotion, reclassification or involuntary transfer of employees that might result from the proposed subcontracting of such work. However, if the parties reach final impasse, the City is not precluded from proceeding with the proposed subcontracting of work.

### **5.13 Transfers**

Whenever the Human Resources Department actively recruits to fill a vacancy with a job classification represented by MEA, it shall post said vacancy within the department that has the vacant position. The vacancy shall be posted for three working days based on the work schedule in effect for City Hall. There is no guarantee that all employees within the department will be notified of a vacant position. It is each employee's responsibility to check the bulletin board for the posting of the vacant position within their department. If there are employees in that department who hold a position in the same job classification and who wish to transfer to the vacant position, they shall complete a transfer request form and application and submit it to the Human Resources Department by the date the three-day posting of the vacant position closes.

The Human Resources Department shall provide the appointing authority a list of employees within the department who are interested in transferring to the vacant position. However, the appointing authority is under no obligation to accept a transfer

within the department to fill the vacant position.

Interdepartmental transfers shall be conducted in accordance with the relevant provisions of the Santa Monica Municipal Code.

#### **5.14 Lunch Periods**

Employee meal periods are duty-free. If the City seeks to direct the employee, or require that the employee provide services during the duty-free lunch period, the employee shall be compensated at the applicable rate of pay for the period of time in question.

#### **5.15 Outside Activities**

An employee may engage in part-time or occasional outside work, occupation or business activity for remuneration or profit, hereinafter referred to as Outside Activity, outside of the employee's regular work hours as long as such Outside Activity will not interfere with the efficient and effective performance of the employee's duties with the City and as long as there is no conflict of interest between the employee's job with the City and the outside activity. The Outside Activity must be approved in advance by the Personnel Board on written recommendation of the appointing authority. Each outside activity request will be reviewed separately on its individual merit.

Outside activities will be reviewed on an annual basis, and the continuation of the outside activity will depend upon the Department Head's recommendation and the approval of the Personnel Board. If the employee changes positions during the 12-month period following the date on which their outside activity was last approved, their outside activity will be subject to review, and the continuation of the outside activity will depend upon the Department Head's recommendation and the approval of the Personnel Board.

## **ARTICLE VI: EMPLOYER/EMPLOYEE RELATIONS**

### **6.01 Payroll Deduction**

The City will, with proper authorization from employees, process deductions from employee pay. Any or all such payroll deductions must be submitted to the payroll office during the pay period prior to the start of the deduction. Agency shop service fees shall be deducted and transmitted to MEA irrespective of employee authorization.

Any or all such payroll deductions are subject to termination by the City Manager upon 24 hours' notice for failure to comply with the provisions of this MOU.

### **6.02 Reasonable Notice**

Reasonable written notice as defined in Government Code Section 3504.5 shall be given on all matters requiring such notice under that section.

### **6.03 Association Security**

#### **A. Association Lists**

On request from MEA, the City shall give to MEA one copy of the list of employees in the MEA bargaining unit along with their most current addresses as they appear on the City's records. MEA shall retain such information in confidence and disclose it only to those officials of MEA whose duties require them to have access to such information.

#### **B. Hold Harmless Clause**

MEA agrees to indemnify, hold harmless, and defend the City, at MEA's expense, against any claims, losses or judgments rendered against the City from any lawsuit filed by an employee or group of employees by reason of the operation of this section of the MOU.

#### **C. Dues deductions**

The City will, during the term of this MOU, deduct bi-weekly and remit to the office or officer designated in the employee payroll deduction authorization Recognized Employee Organization dues for all members of MEA who have authorized such deductions.

### **6.04 Time Off for Association Business**

The City's Employer-Employee Relations rules establish orderly procedures for the administration of employer-employee relations between the City and MEA and for

resolving disputes regarding wages, hours, and other terms and conditions of employment. The City has agreed to allow authorized permanent MEA employee representatives time off with pay each fiscal year to conduct necessary Association business and will give special consideration to MEA representatives regarding the scheduling of unanticipated Association business.

Authorized Association representatives may use up to 350 hours of time off with pay during each fiscal year to conduct necessary anticipated Association business. These 350 hours represent the aggregate maximum use for all authorized representatives of the Association per annum, as opposed to 350 hours per representative per annum. Prior to such usage, authorized Association representatives must receive permission from the Department director, or their designee, in writing, on a form provided by the Human Resources Department. All such time off shall be reported by said Association representative's Department director, or their designee, to the Director of Human Resources for accounting purposes. The procedure to be followed for requesting time off for Association business is set forth in Exhibit D.

The authorized Association representative shall provide their supervisor with reasonable advance notice when it is necessary for the Association representative to attend to Association business pursuant to this Agreement. Time off to attend to Association business shall not be unreasonably denied. Denials of time off shall be in writing and shall state the reasons for the denial. The Association representative has the right to challenge the denial of time off for Association business by submitting a grievance, in writing, to the Director of Human Resources. The Director of Human Resources shall investigate and determine whether or not the request for time off to attend to Association business was unreasonably denied.

Time spent in face-to-face MOU negotiations or any impasse procedure pertaining to MOU negotiations does not count as time off for Association business. However, the number of MEA employees who will be released by the City for face-to-face MOU negotiations or any impasse procedure pertaining to MOU negotiations shall not exceed seven employees.

## **6.05 Grievance and Complaint Procedure**

A. Grievances and appeals of non-probationary employees that involve removals, demotions, or suspensions, are subject to the procedures outlined in the Santa Monica Municipal Code, which constitute the sole administrative recourse available under the terms of this MOU.

B. All other grievances shall be resolved in the following manner:

(1) Informal Discussion

The aggrieved employee(s) is encouraged to meet with the immediate supervisor to discuss the problem in an effort to clarify the problem and to work cooperatively towards settlement.

(2) First Step

If the matter cannot be satisfactorily resolved within 30 calendar days of the event giving rise to the grievance (or in the event that the employee could not have known of the event giving rise to the grievance, within 30 calendar days of when the employee knew or should have known of the event), the employee, or MEA on behalf of employee, shall submit the grievance in writing, stating the nature of the grievance and the desired solution to the second level supervisor, if any. The grievance must state the section of the MOU, Department policy and/or procedure, Municipal Code, and/or City Charter that is alleged to have been violated.

The second level supervisor shall meet with the grievant and the grievant's representatives, if any, no later than the grievant's fifth regularly scheduled work day following presentation of the grievance. Within five calendar days following such meeting, the supervisor shall give a written decision to the grievant. If the second level supervisor does not have the authority to resolve the grievance, it shall immediately be forwarded to the Department Head or the appropriate authority.

(3) Second Step

If the grievance is not resolved at the first step, the grievance may be referred within ten calendar days of the written decision by the supervisor, to the Department Director, who shall meet with the employee and the representative in an attempt to resolve the grievance within the grievant's fifth regularly scheduled work day following the receipt of the grievance. Within five calendar days following such meeting, the Department Director shall give a written decision to the grievant.

(4) Third Step

If the grievance is not resolved at the second step, the grievance may be forwarded within 10 calendar days of the written decision by the Department Director to the Director of Human Resources, who shall meet with the employee and the representative within 5 calendar days following receipt of the grievance. The Human Resources Director shall make such investigation as required and make recommendations to the City Manager no more than 10 calendar days following the meeting with the employee and the representative. Within 20 calendar days thereafter, the City Manager shall render a written decision, which shall be final.

C. General Provisions

(1) A grievance will only be considered if it is filed within 30 calendar days of

the event giving rise to the grievance or, if the employee could not have known of the event giving rise to the grievance, within 30 calendar days of when the employee knew or should have known about the event.

- (2) All time periods in this Section may be extended by mutual written agreement of the employee or their representative and the management representative involved.
- (3) If a management representative does not meet with the grievant or render a decision within the time limits specified, the employee may immediately exercise the next step in the grievance process.
- (4) An employee who has initiated a grievance, or assisted another employee in initiating or processing a grievance, or who has testified at any hearing, shall not in any way be coerced, hindered, intimidated, or discriminated against for exercising this right.
- (5) For purposes of this Section, "days" means regularly scheduled work days of the affected employee(s) unless otherwise specified.
- (6) Written reprimands are not grievable. The appropriate remedy is for the employee to attach a response to the written reprimand before it is included in their personnel file. The employee may also submit a written request for review of a written reprimand to the Department Director. The Director shall acknowledge and provide written receipt of the employee's response.

#### D. Representation

- (1) Employees have the right to represent themselves individually in grievance matters, or to be represented by MEA and/or MEA's designee.
- (2) MEA shall notify the Director of Human Resources, in writing, of its designated employee grievance representatives, and provide notifications of any change in such representatives. At the Informal Discussion and First Step, MEA representatives may represent the grievant. At the Second Step and Third Step, and at any Personnel Board hearing, MEA may also designate an outside representative to represent the grievant or MEA.
- (3) A grievant will be given reasonable time off, not to exceed one full work day, to process their grievance. Such time off can be taken in one-hour increments. A witness in any grievance meeting or hearing held during work hours shall be given reasonable time off, as determined by management. An MEA employee grievance representative will be given reasonable time off to investigate and/or process grievances. Such time off counts as time off for Association business. The grievant will be granted one work day, defined as eight hours without loss of pay or benefits, to attend any grievance

meeting or hearing held during the employee's normal work hours.

Before performing grievance work, MEA representatives shall obtain permission for time off for Association business in accordance with Section 6.04. Before attending grievance meetings or hearings, the grievant and/or witness shall obtain permission from their immediate supervisor. When the grievance work or grievance meeting is completed, the MEA employees released under this Section shall return to work and complete their assigned work shifts if the work shift has not yet ended. Neither the grievant nor the representative nor witnesses shall interrupt or leave work if the supervisor determines that such interruptions or absence will unduly interfere with the work of the employee. However, if the supervisor denies such time off, time off must be granted within 24 hours of such request.

## **6.06 Right to Association Representation**

Employees have the right to MEA representation at any meeting with representative(s) of the City that, in the employee's opinion, may result in disciplinary action. However, the employee cannot unreasonably delay such a meeting by requesting representation by a specific MEA representative who is not available, if another MEA representative is available to attend the meeting with representatives of the City.

## **6.07 Disciplinary Action**

A. Permanent employees are subject to discipline only for just cause.

All disciplinary actions will normally be based on the contents of the employee's official personnel file except that there shall be no requirement that employee counseling documentation (e.g., supervisor notes regarding discussions or meetings with an employee about performance issues or other problems) be included in said file. This does not, however, preclude an appointing authority from taking disciplinary action, up to and including termination, for an incident for which there is no prior documentation as long as the disciplinary action is warranted and is based on just cause. Performance deficiencies documented in the employee's performance evaluation may be the basis for disciplinary action if the employee fails to correct those performance deficiencies within the time period designated by their supervisor. To the extent possible, performance deficiencies or other causes for discipline will be documented in the employee's personnel file.

Progressive discipline will be used, with the disciplinary action taken being dependent upon the severity of the incident on which the disciplinary action is based. The severity of the incident, however, can result in the immediate termination of an employee even though there has not been any prior disciplinary action taken against that employee.

The written notice of discipline will inform the MEA employee that they have the right to consult MEA with regard to the disciplinary action being taken.

Disciplinary action based on employee misconduct shall be initiated within one year from the date the appointing authority had knowledge of the incident, except in instances when an investigation is ongoing and the employee has been notified of the investigation.

B. The following procedures govern meetings between MEA- represented employees and the Police Department Internal Affairs Division. These procedures only apply where the allegations pertaining to the MEA employee are of a non-criminal nature. Allegations pertaining to the MEA employee that involve a criminal matter shall be governed by the procedure used by Internal Affairs to investigate criminal matters.

- (1) Any time Internal Affairs requests to meet with the employee in the MEA bargaining unit, the employee shall be informed of their right to have an MEA representative present and, if the employee elects to be represented by MEA, they shall be provided with a reasonable amount of time to obtain such representation. The employee's MEA representative may participate in the interview of the employee by Internal Affairs. The MEA representative can advise the MEA employee and provide any information that they believe to be relevant to the matter being investigated by Internal Affairs. The MEA employee will be entitled to make any statement for the record which they believe to be appropriate. All records pertaining to the subject of the interview will be provided to the employee upon request.
- (2) If Internal Affairs audio and/or video tapes the interview of the MEA employee, the entire interview will be taped. The MEA employee and/or their representative may also tape the interview or may request that Internal Affairs provide the MEA employee with a copy of the interview tape.
- (3) No MEA employee is subject to an involuntary polygraph examination. If the MEA employee agrees to a polygraph examination, a written consent form containing the employee's signature will be required. The consent form will also clearly state the employee's right to MEA representation. If the employee elects to be represented by MEA, they shall be provided with a reasonable amount of time to obtain such representation. However, the MEA representative will not be allowed to be present in the examination room during the actual administration of the polygraph examination. At the written request of the MEA employee, a copy of the polygraph examination results, along with any written report regarding the results of the examination, shall be provided to the MEA employee.

C. Last chance agreements in lieu of disciplinary action will only be used in substance abuse cases.



## **6.08 Notification of New Hires**

The Human Resources Department shall provide the MEA President with the name of each employee whose job title entitles them to MEA representation as soon as is practicable after the employee's hire or transfer.

## **6.09 Employer-Employee Relations Meetings**

The Human Resources Director, or their designee, and one additional Human Resources Department staff member, will strive to meet, as schedules permit, on a monthly basis with the MEA President and MEA Vice-President, or their designees.

The purpose of the monthly meeting is to discuss and attempt to resolve any labor-management issues that may arise during the term of this Agreement. Mandatory subjects of bargaining will not be discussed. However, if both the City and MEA agree that there needs to be a change made to the MOU, then an amendment to the MOU, subject to ratification by MEA and approval of City Council, can be made during the term of this Agreement.

## **6.10 Performance Evaluation Appeal Procedure**

Since probationary employees are "at will" until successfully completing their probationary period, only permanent (non-probationary) employees may appeal their performance evaluation. However, a probationary employee may attach a response to their performance evaluation, with the response to be filed in their personnel file.

### **A. General Provisions:**

- (1) An appeal of a performance evaluation shall only be considered if it is filed within ten calendar days following receipt of the performance evaluation by the employee.
- (2) All time periods regarding the appeal of a performance evaluation may be extended only by mutual written agreement of the employee or their representative and the management representative involved.
- (3) If a management representative does not meet with the employee or render a decision within the time limits specified, the employee may immediately exercise the next step in the performance evaluation appeal process.
- (4) An employee can elect to file a response to their performance evaluation:  
a) in lieu of appealing the performance evaluation; b) at any time during the appeal procedure if they decide not to take the appeal to the next level listed in the appeal procedure; or c) if they are not satisfied with the City

Manager's written decision. The response will be attached to the performance evaluation and filed in the employee's personnel file.

- (5) An overall performance evaluation rating of "SOLID PERFORMANCE" is not appealable beyond the Department Head. However, the employee may submit a written rebuttal for consideration to the Department Director. The Director shall acknowledge and provide written receipt of the employee's performance evaluation rebuttal. An overall performance evaluation rating of "OUTSTANDING PERFORMANCE" is not appealable.

B. An appeal involving a performance evaluation shall be processed in the following manner:

(1) Informal Discussion

If an employee believes that their performance evaluation does not correspond to the facts, the employee is encouraged to meet with their supervisor who completed the evaluation.

(2) First Step

The employee must submit their appeal to the Department Head within ten calendar days following the employee's receipt of their performance evaluation, and the appeal to the Department Head must be submitted in writing, with the employee specifically stating the reasons why they believe the performance evaluation needs to be revised.

(3) Second Step

The Department Head, or their designee, shall meet with the employee within seven calendar days from the date on which the Department Head's office receives the appeal from the employee. Within seven calendar days following such meeting, the Department Head, or their designee, shall give a written decision to the employee. If the appeal is based on a performance evaluation for which the overall performance rating is "meets overall standards" the decision of the Department Head is final.

(4) Third Step

If the appeal is not based on a performance evaluation for which the overall performance rating is "meets overall standards" and the employee is not satisfied with the decision of the Department Head, within seven calendar days following receipt of the Department Head's decision, the employee may submit the performance evaluation appeal to the Director of Human Resources. The Director of Human Resources, or their designee, shall meet with the employee within seven calendar days following receipt of the

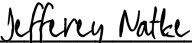
performance evaluation appeal. The Human Resources Director, or their designee, shall make such investigation as required and make recommendations to the City Manager no more than seven calendar days following the meeting with the employee. Within seven calendar days following receipt of the Human Resources Director's recommendation, the City Manager shall render a written decision, which shall be final.

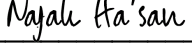
#### C. Representation

- (1) An employee has the right to represent him/herself individually or to be represented by MEA if the employee elects to appeal their performance evaluation.

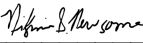
IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed this 15th day of October 2025.

**MEA BARGAINING COMMITTEE:**

DocuSigned by:  
  
JEFFERY NATKE

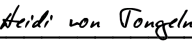
DocuSigned by:  
  
NAJAT HASAN

**ATTEST:**

DocuSigned by:  
  
NIKIMA NEWSOME  
City Clerk

CITY OF SANTA MONICA  
a municipal corporation  
  
BY:   
OLIVER CHOI  
City Manager

**APPROVED AS TO FORM:**

DocuSigned by:  
  
HEIDI VON TONGELN  
Interim City Attorney

Municipal Employees Association (MEA)  
MOU 2025-2030  
Contract #11741 (CCS)

**EXHIBIT A – REPRESENTED CLASSIFICATIONS**

ADMINISTRATIVE STAFF ASSISTANT  
ADMINISTRATIVE STAFF ASSISTANT-CITY MANAGER'S OFFICE  
ANIMAL CARE ATTENDANT  
ANIMAL CONTROL OFFICER  
AQUATICS PROGRAM COORDINATOR  
BILLING SPECIALIST  
BUILDING & SAFETY PERMIT SPECIALIST I  
BUILDING & SAFETY PERMIT SPECIALIST II  
BUSINESS ASSISTANT  
BUSINESS LICENSE INSPECTOR  
BUYER  
CEMETERY SERVICES REP  
CHIEF POOL LIFEGUARD  
CLIENT SERVICES TECHNICIAN  
CODE ENFORCEMENT OFFICER I  
CODE ENFORCEMENT OFFICER II  
CODE ENFORCEMENT SPECIALIST  
COMBINATION BUILDING INSPECTOR I  
COMBINATION BUILDING INSPECTOR II  
COMBINATION BUILDING INSPECTOR III  
COMMUNICATIONS OPERATOR  
COMMUNICATIONS OPER-POLICE  
COMMUNICATIONS SYSTEM TECHNICIAN  
COMMUNITY GARDEN PROGRAM SPEC  
COMMUNITY SERVICES OFFICER  
COMMUNITY SERVICES PROGRAM COORDINATOR  
COMMUNITY SERVICES PROGRAM SPEC  
COURT SERVICES COORDINATOR  
CRIME PREVENTION COORDINATOR  
CRIMINAL INVESTIGATIONS SUP SPEC  
CULTURAL AFFAIRS COORDINATOR  
CUSTODY OFFICER

CUSTOMER SERVICES ASSISTANT  
DEPUTY CITY CLERK  
EMPLOYEE BENEFITS SPECIALIST  
ENGINEERING TECHNICIAN  
ENVIRONMENTAL & SAFETY INSPECTOR SP  
EVENT COORDINATOR  
EXECUTIVE ADMINISTRATIVE ASSISTANT  
FARMERS' MARKET ASSISTANT  
FARMERS' MARKET COORDINATOR I  
FIRE CODE ENFORCEMENT OFFICER I  
FIRE CODE ENFORCEMENT OFFICER II  
FIRE FACILITIES & MAINT COORDINATOR  
FIRE PREVENTION COORDINATOR  
FIREFIGHTER RECRUIT  
FISCAL STAFF ASSISTANT I  
FISCAL STAFF ASSISTANT II  
FLEET SERVICES WRITER  
FORENSIC SPECIALIST  
FORENSIC TECHNICIAN  
FUNERAL SERVICES TECHNICIANS TECHNICIAN  
GRAPHIC DESIGNER  
GUEST SERVICES ASSISTANT  
GUEST SERVICES COORDINATOR  
HAZARDOUS MATERIALS TECHNICIAN  
HAZARDOUS MATERIALS SPECIALIST  
HOUSING INSPECTOR  
HOUSING SPECIALIST  
HUMAN RESOURCES ASSISTANT  
HUMAN RESOURCES FISCAL TECHNICIAN  
HUMAN RESOURCES  
TECHNICIAN  
JAIL SERVICES ATTENDANT  
LONG TECHNICIAN  
LEAD ANIMAL CONTROL OFFICER  
LEAD BUILDING & SAFE PERMIT SP  
LEAD CODE ENFORCEMENT OFFICER

LEAD COMBINATION BUILDING INSPECTOR  
LEAD COMMUNITY SVS OFFICERLEAD CROSSING GUARD  
LEAD CUSTODY OFFICER  
LEAD CUSTOMER SERVICES ASSISTANT  
LEAD FORENSIC SPECIALIST  
LEAD JAILER  
LEAD LIBRARY SERVICES OFFICER  
LEAD PIER & HARBOR SERVICES OFFICER  
LEAD POLICE RECORDS TECHNICIAN  
LEAD PUBLIC SERVICES OFFICER  
LEAD RESOURCE RECOVERY & RECYCLING BILLING SPECIALIST  
LEAD TRAFFIC SERVICES OFFICER  
LEAD TRANSIT TRAINING COORDINATOR  
LIBRARY ASSISTANT I  
LIBRARY ASSISTANT II  
LIBRARY ASSISTANT III  
LIBRARY LITERACY PROGRAM ASSISTANT  
LIBRARY PROGRAM SPECIALIST – LS  
LIBRARY PROGRAM SPECIALIST – Y&F  
LIBRARY SERVICES OFFICER  
MAIL COURIER  
MOBILITY ASSISTANT  
PARKING CITATION REVIEW OFFICER  
PARKING OPERATIONS SPECIALIST  
PARKING PERMITS ASSISTANT  
PAYROLL SPECIALIST  
PERMIT SPECIALIST  
PIER & HARBOR SERVICES OFFICERPLANS EXAMINER III-MECH/PLUMB  
PLANS EXAMINER II-MECH/PLUMB  
PLANS EXAMINER I-MECH/PLUMB  
POLICE OFFICER-TRAINEE  
POLICE PERSONNEL SERVICES TECHNICIAN  
POLICE PROPERTY EVIDENCE CLERK  
POLICE RECORDS TECHNICIAN  
PROJECT SUPPORT ASSISTANT

PROPERTY MANAGEMENT SPECIALIST  
PUBLIC SAFETY DISPATCHER  
PUBLIC SERVICES OFFICER  
PUBLIC WORKS CONSTRUCTION SPEC  
PUBLIC WORKS INSPECTOR  
RECYCLING ASSISTANT  
RECYCLING COORDINATOR  
REPROGRAPHICS SPECIALIST II  
RESOURCE RECOVERY & RECYCLING BILL SPECIALIST  
REVENUE COLLECTIONS ASSISTANTREVENUE OPERATIONS SPECIALIST  
RISK MANAGEMENT TECHNICIANSR HOUSING SPECIALIST  
SR POOL LIFEGUARD  
SR PUBLIC WORKS INSPECTOR  
SR REVENUE COLLECTIONS ASSISTANTSTAFF ASSISTANT II  
STAFF ASSISTANT III  
SUPPORT SERVICES LEAD  
TRAFFIC SERVICES OFFICER  
TRANSIT MAINT QUAL ASSUR CRD  
TRANSIT MAINT SAFETY TRAIN CRD  
TRANSIT OPERATIONS ASSISTANT  
TRANSIT SAFETY & SECURITY CRD  
TRANSIT SAFETY SEC & TRAIN TEC  
TRANSIT TRAINING COORDINATOR  
TRANSPORTATION MANAGEMENT SPECIALIST  
TRANSPORTATION PLANNING TECHNICIAN  
URBAN FOREST COORDINATOR  
VENUE SERVICES ASSISTANT  
WATER PROD/TREATMENT OPER TRN  
WATER RESOURCES SPECIALIST  
ZERO WASTE SPECIALIST



## **EXHIBIT B - TEMPORARY APPOINTMENTS**

### **City of Santa Monica Personnel Board Personnel Rules & Regulations Temporary Appointments**

To implement Sections of the Santa Monica Municipal Code, which pertain to temporary/acting appointments to positions in the classified service, the Santa Monica Personnel Board adopted the following rules and regulations:

A temporary/acting appointment of a regular employee can be made when:

- 1) A budgeted position has become temporarily vacant due to the vacation, sick leave or other temporary absence of the permanent incumbent in the equal or higher classification; or
- 2) there is no valid eligible list for a vacant budgeted permanent position in an equal or higher classification.

Should a vacancy occur when an eligible list for a particular classification is not available to fill the position on a permanent basis, the appointing authority shall notify the Human Resources Department. The Human Resources Department shall post the vacancy for five calendar days so that interested employees may file an application. Temporary appointees will be selected from applicants for the position who have applications on file in the Human Resources Department and who meet the minimum qualifications for the position.

Applications shall be screened and reviewed for minimum qualifications before being made available to the appointing authority.

The appointing authority shall select the temporary appointee(s) from the qualified applicants. The appointment shall be for a period not to exceed 60 days, subject to the approval of the Director of Human Resources and the City Manager.

Appointments shall be reported to the Personnel Board at its next meeting. Subject to Personnel Board approval, temporary appointments may be renewed if necessary to complete the examination process or cover the absence of a permanent incumbent. The Board may disapprove any temporary appointment or renewal of any temporary appointment that it determines is not justified. Each renewal of a temporary appointment shall not exceed 60 days.

#### **NOTE:**

This policy and procedure does not apply to as-needed employees hired to fill a temporary vacancy. The policy and procedures with regard to the hiring of as needed employees would apply.

Adopted by the Santa Monica Personnel Board at a special meeting on December 8, 1994.

SIGNED COPY ON FILE  
Robert Sullivan, Chairperson  
Santa Monica Personnel Board

**EXHIBIT C - PROCEDURE FOR REQUESTING TIME OFF FOR ASSOCIATION BUSINESS**

1. The Association representative shall provide their supervisor with a request for time off for Association business on a form provided by the Human Resources Department. The request shall be made with reasonable advance notice.
2. If the supervisor approves the request, the approval is noted on the request form. A copy of the signed request form is forwarded by the supervisor to the Human Resources Department and a copy of the request form is returned to the Association representative.
3. The Human Resources Department shall keep an accounting of hours used by the Association.
4. If the request is denied, the denial shall be in writing and shall state the reason(s) for the denial.
5. The Association has the right to challenge the denial of time off for Association business by submitting a grievance, in writing, to the Director of Human Resources. The Director of Human Resources shall investigate and determine whether or not the request for time off to attend to Association business was unreasonably denied.

## **EXHIBIT D - CLASSIFICATION & COMPENSATION STUDIES**

Employee initiated studies are suspended during the term of this Agreement.

How a study can be initiated:

- A request for a study can be submitted by the employee
- A request for a study can be submitted by the employee's department head
- The HR Director can determine that a study is needed

When a study request can be submitted to the Human Resources Department:

- The study request can be submitted at any time during a fiscal year
- When the results of a study can be implemented:
  - Included in an MOU that is up for negotiation
  - Included in the annual budget adopted by City Council

A position will be studied only if both of the following criteria are met:

- There has been a substantive change in the duties and responsibilities of the employee's position, as evidenced by the information contained in the Position Description Questionnaire that has been completed by the employee and approved by their immediate supervisor and their department head.
- The position has not been studied within the past 36 months

How the results of a classification study will be implemented:

- A reclassification to a **higher**-level position classification, with a higher salary range, will result in the employee being placed at whatever salary step results in at least a 5% increase, providing the top step of the new salary range cannot be exceeded
- A reclassification to a **lower**-level position classification, with a lower salary range, will result in the employee being placed in the salary range of the lower-level position classification. The employee's salary will be Y-rated until the salary range of the lower- level position classification equals or exceeds the Y-rated salary.

How the results of a compensation study will be implemented:

- If a higher salary is warranted, the salary increase will be implemented as a part of the annual budget or as part of an MOU that is up for negotiation. There will not be a retroactive implementation unless the MOU is retroactively implemented.
- If a lower salary is warranted, the employee's salary will not be changed.

### **EXHIBIT E - SECTION 2.09 EXAMPLES**

1. If the City Manager asked that all departments take a 10% across the board budget cut, and positions were eliminated for that purpose, the employees would not be Y-rated and instead would have rights under the layoff procedures in the MEA MOU and the Municipal Code.
2. The Police Department decides that instead of a Lead CSO position they need a CSO Supervisor. They delete the Lead position and add a Supervisor position. If the employee in the Lead position fails to get the Supervisor position, the employee would be Y-rated and demoted to a position in the series that the employee's classification was part of, i.e. CSO.

## **EXHIBIT F – OTHER WATER RESOURCES DIVISION STAFF**

<b>Exhibit G – Other Water Resources Division Staff<sup>1</sup></b>			
<b>Job Classifications</b>	Water Treatment T1, Water Distribution D1, Wastewater Treatment Operator Grade I	Water Treatment T2, Water Distribution D2, Wastewater Treatment Operator Grade II	Water Treatment T3, Water Distribution D3, Wastewater Treatment Operator Grade III
Project Support Assistant	\$75	\$125	\$175
Staff Assistant III	\$75	\$125	\$175
Water Resources Specialist	\$75	\$125	\$175

<sup>1</sup>Certification issued by California Water Environment Association

<sup>2</sup>Minimum Qualification for Job Classification