

**SIDE LETTER AGREEMENT  
BETWEEN  
CITY OF SANTA MONICA AND  
SANTA MONICA POLICE OFFICERS ASSOCIATION**

This Side Letter memorializes an agreement reached between the City of Santa Monica (the "City") and the Santa Monica Police Officers Association ("POA") to reflect the agreed-upon amendment to the Memorandum of Understanding, Contract No. 11751 (CCS) ("MOU") entered into between the City and POA for the term of July 1, 2025 through June 30, 2029. All other terms and conditions of the existing MOU shall remain in full force and effect. The amendment to the MOU is as follows:

**1. Article III, Section 3.01, Health Insurance Programs, Subsection A. Medical Insurance.**

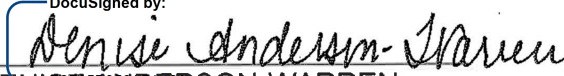
The fourth and fifth paragraphs of this subsection are deleted in their entirety and replaced with the following:

Effective March 1, 2026, each month the City shall make contributions on behalf of eligible employees toward a cafeteria plan. The amount of the City cafeteria plan contribution for each eligible employee will be based on the employee's actual medical insurance premium, not to exceed the premium for the level of coverage (e.g., employee only, employee plus one dependent, or family) under the CalPERS Program plan selected by the employee, and shall be the difference between (a) the amounts set forth in the next paragraph and (b) the minimum monthly amount required by CalPERS specified in the preceding paragraph.

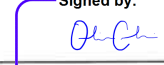
The amount to be inserted in (a) of the preceding paragraph shall equal 100% of the actual medical insurance premium for the coverage selected by the employee, not to exceed the premium for the level of coverage (e.g. employee only, employee plus one dependent, or family) under the CalPERS Program selected by the employee, plus 100% of any future premium increases that are 15% or less per annum.

IN WITNESS WHEREOF, the parties hereto have caused this Side Letter of Agreement to be executed this 20th day of May, 2026.

ATTEST

DocuSigned by:  
  
DENISE ANDERSON-WARREN  
Interim City Clerk

CITY OF SANTA MONICA  
a municipal corporation

Signed by:  
  
BY: \_\_\_\_\_  
OLIVER OH  
City Manager

APPROVED AS TO FORM:

DocuSigned by:

*Heidi von Tongeln*

HEIDI VON TONGELN  
City Attorney

POLICE OFFICERS ASSOCIATION

BY: *Cody Green*  
CODY GREEN  
POA Chairman