

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SANTA MONICA AND
CALIFORNIA TEAMSTERS LOCAL 986

This Side Letter memorializes an agreement reached between the City of Santa Monica (the "City") and the California Teamsters Local 986 (the "Teamsters") to reflect the agreed-upon amendments to the Memorandum of Understanding, Contract No. 11750 ("MOU"), entered into by and between the City and the Teamsters for the term of July 1, 2025, through June 30, 2030. All other terms and conditions of the existing MOU shall remain in full force and effect. The amendments to the MOU are as follows:

Article II, Section 2.05, Standby Pay, is deleted in its entirety and replaced with the following language, to include updated mileage reimbursement language:

A permanent employee required to serve on standby duty shall be paid \$10.00 per hour for those hours that the employee is serving on standby duty with the exception of Water Resources Division employees. 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 Yards) to and/or from the actual work site location to which the employee is required to respond as a part of the standby assignment.

A Water Resources Division employee required to serve on standby shall be paid \$15.00 an hour for those hours that the employee is serving on standby duty. Water Resources Division employees on standby shall receive mileage reimbursement for commuting to and from their work location while on standby. Mileage will be calculated based on mileage from the employee's home address on record with the Human Resources Department to the City Yards (2500 Michigan Avenue, Santa Monica, CA 90404). Eligibility and reimbursement procedures for mileage reimbursement will be established by the Water Resources Division.

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 the employee 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 the employee was called back, they will receive standby pay for the remaining hours that they are on standby duty. To be eligible for standby pay, the employee must be able to respond to their work location within 60 minutes or as agreed upon by a supervisor.

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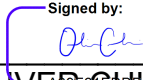
IN WITNESS WHEREOF, the parties hereto have caused this Side Letter of Agreement to be executed this 30th day of June, 2026.

ATTEST

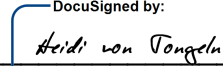
CITY OF SANTA MONICA
a municipal corporation

DocuSigned by:

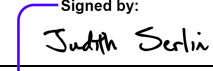
DENISE ANDERSON-WARREN
Interim City Clerk

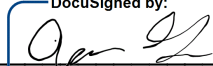
Signed by:

BY: _____
OLIVER CHI
City Manager

APPROVED AS TO FORM:

DocuSigned by:

HEIDI VON TONGELN
City Attorney

TEAMSTERS

Signed by:

Judith Serlin, Teamsters Local 986

DocuSigned by:

Aaron Garcia, Chief Steward