

SIDE LETTER OF AGREEMENT BETWEEN
CITY OF SANTA MONICA &
THE ADMINISTRATIVE TEAM ASSOCIATES (ATA)

The City and ATA hereby agree to the following additional provisions as part of the negotiations process for a successor Memorandum of Understanding that became effective July 1, 2014, through June 30, 2016:

- 1) The City agrees to make every effort to schedule and rotate work assignments requiring after-hours responses (on-call) among staff where reasonably feasible.

No later than December 31, 2014, a sub-committee of City and ATA employees shall meet to further discuss operational issues relating to the coverage of after-hours responses to work.

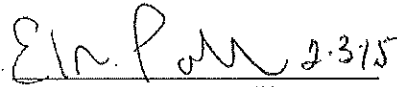
- 2) The City agrees to draft and implement a citywide telecommuting program, which will be governed by an Administrative Instruction. Before the telecommuting program is implemented for all City employees, the ATA will be the first group to participate in a pilot program.

ADMINISTRATIVE TEAM ASSOCIATES


CITY OF SANTA MONICA




Neela Patel




ELAINE M. POLACHEK
Interim City Manager



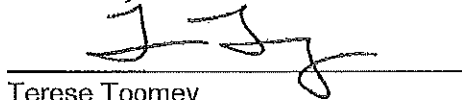
Gary Carter



Annette Morales



Homa Mojtabai



Terese Toomey

Date: