

**Side Letter of Agreement
To the Current Memorandum of Understanding
Between the City of Ontario and
Ontario Police Officers Association**

The City of Ontario and Ontario Police Officers Association agree to modify Article X, Compensation, Section 10.12, Shift Differential of the Memorandum of Understanding covering the period from July 1, 2023, through June 30, 2027. The intent of this side letter is to meet the current operational staffing needs of the Police Department's Community Engagement Team (CET). The CET unit is a unique detail where members of the unit are required to continually adjust their work schedules to address a variety of life issues throughout the City. These include but are not limited to street racing, tobacco enforcement, night park details, and alcohol beverage control violations. The School Resource Officers (SROs) were previously assigned to the department's Patrol Unit and were infrequently required to adjust their work schedules. The SROs are now assigned to the CET unit and must frequently adjust their work schedules to assist with the CET unit projects and programs.

This provision shall become effective on December 17, 2023. The provisions in this Side Letter shall be in effective during the term of this agreement and continue thereafter unless otherwise negotiated in the next contract term.

Section 10.12 SHIFT DIFFERENTIAL

- A. Shift differential shall be 3% above base pay.
- B. Employees assigned to the 4/10 work schedule whose regular work shift begins prior to 5 a.m. or ends at 8 p.m. or later, shall receive shift differential compensation.
- C. Employees assigned to the 3/12.5 work schedule whose work shift begins between noon and 5 a.m. shall receive shift differential compensation. Employees assigned to the 3/12 work schedule at the Mills mall whose shifts end at 10 p.m. or later shall also be eligible for shift differential.
- D. All employees on work assignments that require that their shift start and end times are subject to modification periodically by supervision shall likewise be entitled to shift differential. Shift differential shall not apply to employees assigned to Mills mall whose work shift times are temporarily modified for the duration of the December Holiday shopping period.
- E. Shift differential shall not be paid for any hours worked as overtime by employees not assigned to these identified shifts/assignments.

Approved:

Angela C. Lopez, Executive Director Human
Resources/Risk Management
City of Ontario

Date

William T. Maxson, President
Ontario Police Officers Association

Date