

**AMENDMENT AND EXTENSION OF THE 2013-2016 MEMORANDUM OF
UNDERSTANDING
BETWEEN THE CITY OF ONTARIO AND
THE AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL
EMPLOYEES (AFSCME)**

The City of Ontario and AFSCME, having met and conferred, agree to modify the following sections of the Memorandum of Understanding (MOU) expiring June 30, 2016, as indicated below.

TERM

Article 10 GENERAL PROVISIONS

SECTION 10.05 – Duration and Implementation

- C. This agreement will, upon ratification by both parties, be extended by one year. This extension shall be effective up to and including June 30, 2017.

COMPENSATION

Article 4 COMPENSATION

SECTION 4.01 – Salary

- E. Effective July 12, 2015, employees within the AFSCME bargaining unit will receive a 2% base salary increase in addition to the 3.5% base salary increase already agreed to in Section 4.01(C).
- F. Effective July 10, 2016, employees within the AFSCME bargaining unit will receive a 1.75 % base salary increase.
- G. Effective January 8, 2017, employees within the AFSCME bargaining unit will receive a 3% base salary increase.

BENEFITS

Article 6 BENEFITS

SECTION 6.02 – Fringe Benefit Contributions

- A. **Fringe Benefit Contributions – Medical, Dental, Vision and Contributions**
Full-time active employees shall be entitled to the following monthly fringe benefit contribution inclusive of the Health Insurance Contribution in Section 6.01, to purchase medical, dental, and vision insurance. All changes are effective the first paycheck in January.

Benefit	Benefit Status	July 2013	January 2014	January 2015	January 2016
Medical	Waived Coverage	\$365	\$390	\$390	\$390
	Single Coverage	\$497	\$550	\$600	\$650
	Two-Party Coverage	\$682	\$790	\$920	\$1050
	Family Coverage	\$851	\$1000	\$1170	\$1335
Dental	All Employees	Included above	\$20	\$30	\$35
Vision	All Employees	Actual Premium for Employee Coverage			

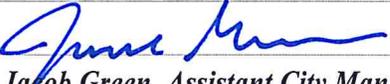
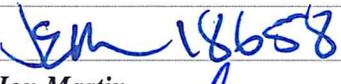
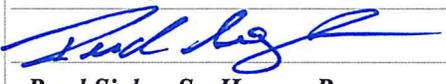
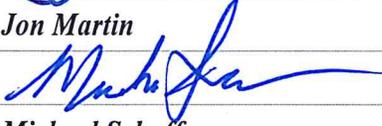
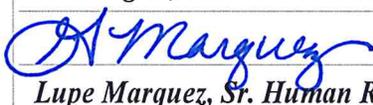
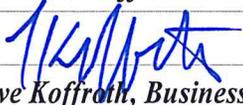
- Effective the pay period that includes January 1, 2017, employees who enroll in the City's medical plan shall receive a fringe benefit contribution equal to the plan and coverage level they choose but not to exceed the Kaiser plan rate based on the CalPERS region in which the City of Ontario resides. Employees who choose medical insurance for which the actual monthly premium amount exceeds the maximum monthly employee medical benefit contribution shall be required to pay the difference in premiums. Employees who waive participation in City medical coverage shall receive \$390 per month.
- Effective the pay period that includes January 1, 2017, employees who enroll in the City's vision plan shall receive the actual plan premium for employee coverage.

SECTION 6.05 – Retirement

A. Classic Member

- The city shall pay on behalf of the employee a portion of the employee's required contribution as follows:

Effective Date	City Payment toward Employee's Share	Employee's Contribution toward Employee's Share
July 1, 2013	8%	None
January 12, 2014	6%	2%
July 13, 2014	4%	4%
July 12, 2015	1.75%	6.25%
July 10, 2016	1%	7%
January 8, 2017	None	8%

CITY OF ONTARIO		AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 3061, AFL-CIO	
SIGNATURE	DATE	SIGNATURE	DATE
 Al C. Boling, City Manager	10/19/15	 Elias Ruben Canales	10/19/15
 Jacob Green, Assistant City Manager	10/19/15	 Ernesto Davalos	10/19/15
 Angela C. Lopez, Human Resources Director	10/19/15	 Todd Hendershott	10/19/15
		 Jon Martin	1/22/16
 Reed Sigler, Sr. Human Resources Analyst	10/19/15	 Michael Schaffran	10/19/15
 Lupe Marquez, Sr. Human Resources Analyst	10/19/15	 Steve Koffroth, Business Representative	10/19/15
 Christine Lowe, Sr. Human Resources Analyst	10/19/15		