

**AMENDMENT AND EXTENSION OF THE 2013-2016 MEMORANDUM OF
UNDERSTANDING
BETWEEN THE CITY OF ONTARIO AND
ASSOCIATION OF ONTARIO MANAGEMENT EMPLOYEES (AOME)**

The City of Ontario and AOME, 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 10.03 – Duration and Implementation

- D. 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(A) (1) – General Salary Increases

- d. Effective July 12, 2015, employees within the unit will receive a 2% base salary increase in addition to the 3.5% base salary increase already agreed to in Section 4.01(A) (1) (c).
- e. Effective July 10, 2016, employees within the unit will receive a 1.75% base salary increase.
- f. Effective January 8, 2017, employees within the unit will receive a 3% base salary increase.

BENEFITS

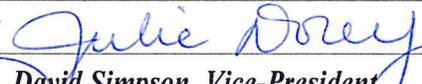
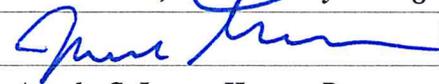
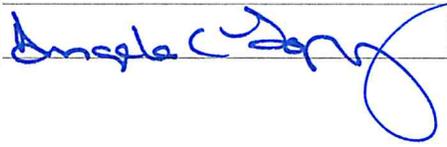
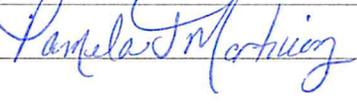
Article 6 BENEFITS

SECTION 6.05 – Retirement

A. Classic Member

3. 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%

<i>CITY OF ONTARIO</i>		<i>ASSOCIATION OF ONTARIO MANAGEMENT EMPLOYEES</i>	
<i>SIGNATURE</i>	<i>DATE</i>	<i>SIGNATURE</i>	<i>DATE</i>
<i>Al C. Boling, City Manager</i>		<i>Julie Dorey, President</i>	
	<i>10/06/15</i>		<i>10/6/15</i>
<i>Jacob Green, Assistant City Manager</i>		<i>David Simpson, Vice-President</i>	
	<i>10/6/15</i>		<i>10/6/15</i>
<i>Angela C. Lopez, Human Resources Director</i>		<i>Pamela Martinez, Treasurer</i>	
	<i>10/6/15</i>		<i>10/6/15</i>