

**Amendment and Extension of the 2018 – 2022 Memorandum of Understanding Between the City of Ontario and Ontario Police Management Group**

The City of Ontario (City) and the Ontario Police Management Group (Group) agree to amend the 2018 – 2022 Memorandum of Understanding (hereinafter known as "MOU") and extend the agreement by one additional year. The MOU is hereby amended as follows:

**Compensation**

**Article X. Compensation**

*The following amends Article X by revising Section 10.01(E) and adding Section 10.01(F).*

**Section 10.01 Salary**

- E. Effective the first full pay period of January 2022, all classifications shall receive a two percent (2%) increase to the base rate of pay retroactively applied back to January 2, 2022.
- F. Salary ranges for the various classifications in this unit shall be set forth in Appendix "A" attached to this MOU.

*The following amends Article 10 by adding Section 10.11.*

**Section 10.11 American Rescue Plan Act One-Time Premium**

In recognition of Ontario Police Department employee's contributions and their continued diligence in providing essential services through the COVID-19 pandemic, active employees within the Group at the time payment (with a probability of continued employment) and employed as of January 28, 2022, shall receive a one-time lump-sum payment of \$10,000.00 on or before February 25, 2022.

**Term of the MOU**

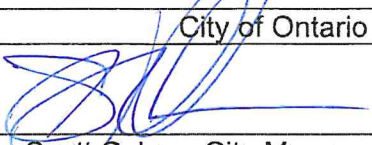


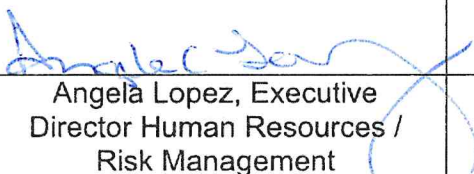
**Article XXI. Duration and Implementation**

*The following amends Article XXI, to amend and extend the current MOU.*

- A. The parties agree to extend the current Memorandum of Understanding (MOU) to June 30, 2023. All provisions of the January 1, 2018 to June 30, 2021 MOU shall be extended to June 30, 2023.
  - B. During the period in which this MOU is in full force and effect, should any recognized miscellaneous or sworn bargaining unit reach a signed agreement that results in that group receiving a general salary increase or other net compensation increase greater than what was negotiated as to members of the OPMG unit, then the members of the OPMG unit shall receive an equivalent general salary increase or a net compensation increase of a similar value. The City and Union shall meet and confer regarding the nature and applicability of a net compensation increase of a similar value. The parties agree and understand that there are differences in existing economic terms, and this provision only covers the overall economic value of the negotiated package in the 2021-2022 successor MOU negotiations for the miscellaneous groups and the 2021-2022 extension negotiations for the safety groups, with all groups negotiating agreements that expire June 30, 2023.
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C. The City and OPMG agree to begin negotiations on a successor MOU no later than January 15, 2023.

The above stated terms and conditions supersede related section(s) in any previous MOU. All other terms and conditions in the original 2018-2022 MOU, including related Side Letter of Agreement unless otherwise referenced herein, remain the same. This amendment shall become effective immediately upon ratification of both parties.

City of Ontario		Ontario Police Management Group	
			3/24/22
Scott Ochoa, City Manager	Date	Joshua Ritchey, President	Date
	4/6/22		
Darleen Sanchez, Assistant City Manager	Date		
			
Angela Lopez, Executive Director Human Resources / Risk Management	Date		