

**Side Letter of Agreement
To the Current Memorandum of Understanding
Between the City of Ontario and
Ontario Police Management Group**

The City of Ontario (City) and the Ontario Police Management Group agree to modify Section 11.10 Educational Incentive Program, of the applicable Memorandum of Understanding covering the period of January 1, 2018 through June 30, 2022.

Section 11.10 Educational Incentive Program

The following educational incentive compensation program will apply:

Classification	Highest Education Completed	Additional Pay Percentage
Police Sergeant/ Police Lieutenant	AA Degree	2.25%
All OPMG Classifications	BA Degree	4.5%
All OPMG Classifications	Master's/Other Post-Graduate Degree	6.75%

Employees shall receive no more than 6.75% educational incentive compensation. Educational incentive reported to CalPERS is calculated using an employee's base pay plus holiday worked compensation as defined in Sections 15.02 and 15.03 and Management Incentive Pay as defined in Section 10.10.

Approved:

Scott Ochoa, City Manager
City of Ontario

Date

Sean Harden, President
Ontario Police Management Group

4-29-21

Date