

**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 11.14 Longevity Pay, of the applicable Memorandum of Understanding covering the period of January 1, 2018 through June 30, 2022.

**Section 11.14 Longevity Pay**

A. Employees shall receive Longevity Pay as follows:

Years of Completed Service	Percentage of Base Salary		
	Police Sergeant	Police Lieutenant	Police Captain
15	None	None	None
20	2.5%	None	None
25	5%	2.5%	2.5%
27	6%	3.5%	3.5%
29	7%	4.5%	4.5%

B. After October 14, 2007, employees that promote into the unit shall retain their previous longevity pay less 7.5%. Such new employees shall only be eligible to receive increases in Longevity pay in accordance with the schedule contained in Section 11.14(A).

C. Longevity Pay reported to CalPERS is calculated using an employee's base pay plus holiday worked compensation as defined in Section 15.02. For employees in the Police Captain classification, the number of hours paid also includes management incentive pay as defined in Section 10.10. and holiday worked compensation as defined in Section 15.03.

Approved:

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Scott Ochoa, City Manager  
City of Ontario

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Date

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Sean Harden, President  
Ontario Police Management Group

4-29-21

\_\_\_\_\_  
Date