

## Side Letter of Agreement Between The City Of Ontario and Ontario Police Management Group Regarding Step Placements of Employees Promoting to Lieutenant

The City of Ontario ("City") and Ontario Police Management Group ("OPMG") agreed to a Tentative Agreement effective October 14, 2007. As part of the agreement, 7.5% of longevity pay was converted to base salary for Police Sergeants, and 10% of longevity pay was converted to base salary for Police Lieutenants and Police Captains. Additionally, the City and OPMG agreed to change the education incentive pays for Police Lieutenants; the change reflected the same education incentives that Police Sergeants are eligible to receive. As a result, the difference in salary between Police Sergeants and Police Lieutenants increased by 2.5%. Prior to the implementation of the Tentative Agreement, Police Sergeants promoted to Police Lieutenant were placed at Step 4 of the Police Lieutenant salary range, assuming the promoted employee was at Step 5 of Police Sergeant. This resulted in an approximate 8.4% increase in salary, which was then offset by the reduction in education incentive pay. For promotions occurring on or after October 14, 2007, a Police Sergeant at Step 5 promoting to Police Lieutenant at Step 4 would receive an approximate 10.9% salary increase; promotions to Step 3 would receive an approximate 5.6% salary increase.

1. In an effort to facilitate the implementation of the new salary relationship between Police Sergeant and Police Lieutenant, the City agrees to change the promotion step placement of any Police Sergeant promoted to Police Lieutenant between October 14, 2007, and January 1, 2008, from Step 3 to Step 4 effective their promotion dates to Police Lieutenant.
2. Effective January 1, 2008, the parties agree that all prospective promotions to Lieutenant will be processed in accordance with Rule XII (Movement Within the Classified Service), Section 4 (Promotion) of the City's Personnel Rules and Regulations, which in part states:

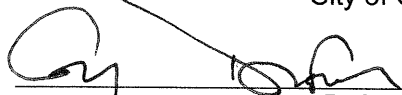
*"An employee who receives a promotion to a higher classification shall receive a one (1) step increase in pay or the "A" step of the new classification, whichever is higher."*

3. The parties agree that a one step increase is the equivalent of approximately 5%. Furthermore, in addition to an employee's base pay, education and longevity incentive pays shall be taken into consideration when calculating the appropriate one step increase. With the current salary, education, and longevity pays, this will usually result in a Police Sergeant on Step 5 who is promoted to Police Lieutenant being placed on Step 3.

Approved:

  
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Greg Devereaux, City Manager  
City of Ontario

4/25/08  
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Date

  
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Gary Dufour, President  
Ontario Police Management Group

4-16-08  
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Date

