


## Side Letter of Agreement to Current Memorandum of Understanding Between The City Of Ontario and Ontario Police Officers Association

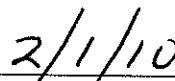
The City of Ontario and Ontario Police Officers Association agree to modify Article X. Compensation, Section 10.12 Shift Differential, of the Memorandum of Understanding covering the period from January 1, 2008 through June 30, 2010. This provision shall be effective January 4, 2009.

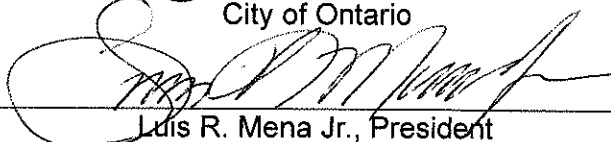
The revised section will read as follows:

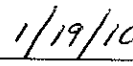
- A. Shift differential shall be 3% above base pay.
- B. Employees assigned to the 4/10 work schedule whose regular work shift begins prior to 5 a.m. or ends at 8 p.m. or later, shall receive shift differential compensation.
- C. Employees assigned to the 3/12 work schedule whose work shift begins between noon and 5 a.m. shall receive shift differential compensation. Employees assigned to the 3/12 work schedule at the Mills mall whose shifts end at 10 p.m. or later shall also be eligible for shift differential.
- D. All employees on work assignments that require that their shift start and end times are subject to modification periodically by supervision shall likewise be entitled to shift differential. Shift differential shall not apply to employees assigned to Mills mall whose work shift times are temporarily modified for the duration of the December Holiday shopping period. Employees assigned to School Resource Officer (SRO) duties shall not be eligible for shift differential.
- E. Shift differential shall not be paid for any hours worked as overtime by employees not assigned to these identified shifts/assignments.

Approved:

  
\_\_\_\_\_  
Gregory C. Devereaux, City Manager  
City of Ontario

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Luis R. Mena Jr., President  
Ontario Police Officers Association

  
\_\_\_\_\_  
Date

