Side Letter of Agreement to the 2012-2014 Memorandum of Understanding between the City of Ontario and the Ontario Police Officers Association Regarding Overtime Compensation

The City of Ontario ("City") and the Ontario Police Officers Association ("OPOA") have entered into a Memorandum of Understanding ("MOU") covering the period of July 1, 2012 through June 30, 2014. The City and OPOA desire to clarify the overtime provisions as it relates to "Grant" overtime and "Special Detail" overtime. The purpose of the amendment is to clarify that overtime worked pursuant to grant funding must be taken in cash to meet grant funding requirements. Special details, which are worked in conjunction with an agreement with a private business for additional security, may be compensated for in cash or compensatory time off.

Section 9.01(B) is hereby amended to read:

Each employee, covered by this Agreement, shall receive overtime compensation, at the rate of 1½ times the employee's regular rate of pay in cash or compensatory time off, for all time worked, or deemed to have been worked (including all paid leaves of absences), in excess of the employee's regularly scheduled daily shift; or 40 hours per week for employees on a 4/10 shift schedule, or 160 hours in a 28 day work period for employees on a 3/12.5 hour shift schedule. For employees assigned to the 3/12.5 hour shift schedule, the 28 day work period will be divided into two 14-calendar day pay periods; one pay period shall include 75 scheduled hours and the other 14-calendar day pay period shall include 85 hours. Overtime shall be paid to the employees assigned to the 3/12.5 hour shift schedule when the number of hours worked (including all paid leaves of absences) exceeds 75 hours or 85 hours in the respective pay period. Overtime worked pursuant to grant funding must be compensated for in cash.

All other provisions of Section 9.01, Overtime, remain the same.

Approved:

_____   12/6/12
Chris Hughes, City Manager   Date
City of Ontario

_____   11-26-12
Robb McCandlish, President   Date
Ontario Police Officers Association