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

The City of Ontario ("City") and the Ontario Police Management Group ("OPMG") have entered into a Memorandum of Understanding ("MOU") covering the period of July 1, 2012 through June 30, 2014. The City and OPMG 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 9.03(B) is hereby amended to read:

Police Sergeants 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 Police Sergeants 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 scheduled 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 9.03, Overtime - Police Sergeants, remain the same.

Additionally, Section 9.04 is hereby amended to read:

Police Lieutenants shall receive overtime compensation at the rate of 1½ the employee's regular rate of pay in cash or compensatory time off for all time worked or deemed to have worked (including 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 schedule, or 160 hours in a 28 day work period for employees on a 3/12.5 hour shift schedule. For Police Lieutenants 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 Police Lieutenants assigned to the 3/12.5 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.

Revised: 12/12/2012 Printed: 12/12/2012 9:03 AM

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