

**Side Letter of Agreement
To Current Memorandum of Understanding
Between the City of Ontario and
Ontario Police Officers Association**

The City of Ontario (City) and Ontario Police Officers Association (Association) agree to modify Article XVI Vacation Leave, Section 16.03 Leave Conversions, of the Memorandum of Understanding covering the period from July 1, 2023, through June 30, 2027. The intent of this side letter is to document the City's and Association's agreement regarding the ability of an employee who experiences an unforeseen emergency to make a new irrevocable election and/or to increase the amount of a previous election of leave time to be converted to compensation.

Section 16.03 is revised to include the following:

Section 16.03 LEAVE CONVERSIONS

- J. An employee who experiences an unforeseen emergency may be permitted to make a new irrevocable election and/or to increase the amount of a previous election, subject to the same value that was permitted at the time the annual irrevocable election forms were due.

- K. For these purposes, an "unforeseen emergency" means a financial hardship to the employee resulting from any of the following:
 - a. Accident, illness, injury or death of the employee or an immediate family member. For this purpose, an "immediate family member" is restricted to a spouse, registered domestic partner, child/legal dependent, or parent; or
 - b. Loss or extensive damage to the employee's property due to casualty; or
 - c. Other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the employee.

- L. Whether an occurrence is an unforeseeable emergency shall be solely determined by the Executive Director Human Resources / Risk Management or designee.

Approved:



Angela Lopez, Executive Director Human Resources /
Risk Management
City of Ontario

11/1/24

Date



Eric Quinones, President
Ontario Police Officers Association

10/30/2024

Date

