

## Amendment to the 2023 – 2027 Memorandum of Understanding Between the City of Ontario and Teamsters Local 1932

The City of Ontario and Teamsters Local 1932 (Union) agree to add Appendix C to the Memorandum of Understanding (MOU) covering the period of July 1, 2023, through June 30, 2027, as reflected below.

The purpose of the addition of Appendix C is to outline salary range adjustments and their related compensation step assignments for specific classifications represented by the Union. The adjustments reflect the results of the total compensation review. This methodology ensures compensation remains competitive and equitable and is aligned with the City’s desire of being an employer of choice.

### Salary Range Adjustment

Effective February 22, 2026, or the first full pay period following agreement, whichever is later, the City shall adjust the salary ranges and their associated steps for the classifications listed below as reflected in Appendix C (attached).

Associate Planner	Business License Specialist
Community Service Officer	Customer Service Representative I
Customer Service Representative II	Fire Dispatcher
Fire Dispatcher Trainee	Forensic Specialist
Police Dispatcher	Police Dispatcher Trainee
Real-Time Information Center Operator	Recreation Community Services Coordinator
Senior Community Service Officer	Senior Fire Dispatcher
Senior Police Dispatcher	Senior Real-Time Information Center Operator
Utilities Customer Service Specialist	Water Production Operator I
Water Production Operator II	Water Production Operator III

### Compensation Step Assignment

Effective the same date, current incumbents in the classifications listed above shall be placed at the appropriate compensation step within their respective salary ranges consistent with the “Compensation Step Assignment for New Range” section of Appendix C (attached).

Using the example below, an incumbent currently at Step 5 of the respective salary range shall move to Step 4 of the new range. An employee currently at Step 4 shall move to Step 3 of the new range, as illustrated below:


	Step	Step	Step	Step	Step
Incumbent’s Current Step	1	2	3	4	5
Adjusted Step of New Range	1	1	2	3	4

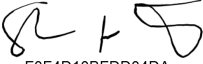
### Advancement in Range (Merit Increase)

The salary range adjustments implemented under Appendix C are structural, not merit increases. An employee's existing step progression (merit eligibility) date will remain the same. Employees shall retain their original anniversary date for purposes of future merit increases and may continue to advance in accordance with the provisions of Section 4.13 of the Teamsters MOU until reaching the top step of the range.

**Attachment: Appendix C**

Approved:

Signed by:  
  
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02/12/2026  
Date  
Angela C. Lopez, Executive Director Human Resources  
and Risk Management  
City of Ontario

Signed by:  
  
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02/12/2026  
Date  
Shaun Martinez  
Teamsters Local 1932

## APPENDIX C TEAMSTERS LOCAL 1932

		February 22, 2026								
Classification	Step	Hourly Rate	Monthly Rate*	Compensation Step Assignments for New Range						
<b>Associate Planner</b>	1	\$60.27	\$10,447.55							
	2	\$63.29	\$10,969.93							
	3	\$66.45	\$11,518.42	Incumbent's Current Step	Step	Step	Step	Step	Step	Step
	4	\$69.78	\$12,094.34	Adjusted Step of New Range	1	2	3	4	5	5
	5	\$73.26	\$12,699.06	Adjusted Step of New Range	1	1	2	3	4	4
<b>Business License Specialist</b>	1	\$34.60	\$5,997.53							
	2	\$36.33	\$6,297.41							
	3	\$38.15	\$6,612.28	Incumbent's Current Step	Step	Step	Step	Step	Step	Step
	4	\$40.06	\$6,942.90	Adjusted Step of New Range	1	2	3	4	5	5
	5	\$42.06	\$7,290.04	Adjusted Step of New Range	1	2	3	4	5	5
<b>Community Service Officer</b>	1	\$33.06	\$5,730.39							
	2	\$34.71	\$6,016.91							
	3	\$36.45	\$6,317.76	Incumbent's Current Step	Step	Step	Step	Step	Step	Step
	4	\$38.27	\$6,633.65	Adjusted Step of New Range	1	2	3	4	5	5
	5	\$40.18	\$6,965.33	Adjusted Step of New Range	1	2	3	4	5	5
<b>Customer Service Representative I</b>	1	\$29.96	\$5,192.58							
	2	\$31.46	\$5,452.21							
	3	\$33.03	\$5,724.82	Incumbent's Current Step	Step	Step	Step	Step	Step	Step
	4	\$34.68	\$6,011.06	Adjusted Step of New Range	1	1	1	2	3	3
	5	\$36.41	\$6,311.62	Adjusted Step of New Range	1	1	1	2	3	3
<b>Customer Service Representative II</b>	1	\$32.95	\$5,711.84							
	2	\$34.60	\$5,997.43							
	3	\$36.33	\$6,297.31	Incumbent's Current Step	Step	Step	Step	Step	Step	Step
	4	\$38.15	\$6,612.17	Adjusted Step of New Range	1	1	1	2	3	3
	5	\$40.05	\$6,942.78	Adjusted Step of New Range	1	1	1	2	3	3





