

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

The City of Ontario and the Teamsters Local 1932 (Teamsters) agree to modify Section 6.05 (A) of the Memorandum of Understanding (MOU) covering the period of July 1, 2023, through June 30, 2027, as reflected below.

Modifications to Section 6.05(A) are required to accurately reflect the Teamsters-represented classifications eligible for an annual uniform allowance. These updates include title changes for the Community Improvement series, formerly known as the Code Enforcement series. In addition, the following classifications are being added to the list of those eligible for a uniform allowance: Digital Investigative Analyst, Fire Safety Technician, Senior Evidence Technician, Real Time Information Officer, and Senior Real Time Information Officer. The Supervising Code Enforcement Officer classification is being removed because it is no longer represented by Teamsters Local 1932.

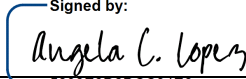
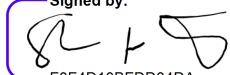
Section 6.05 of Article VI, is hereby modified in its entirety to read as follows:

Section 6.05 Uniforms

- A. The City shall pay each Unit employee in the following classifications a uniform allowance of \$400 per year the first paycheck in July for the maintenance, cleaning and normal repair of uniforms worn by the employee in the course of their employment:
1. Community Improvement series, including Community Improvement Officer, Senior Community Improvement Officer;
 2. Fire Safety Technician, Fire Safety Specialist, Senior Fire Safety Specialist, and Plan Checker (Fire Department);
 3. Forensic Specialist series, including Forensic Specialist Trainee, Forensic Specialist, Lead Forensic Specialist, and Forensic Field Supervisor;
 4. Police Records series, including Police Records Specialist Trainee, Police Records Specialist, Senior Police Records Specialist, and Police Records Supervisor;
 5. Fire Dispatcher and Police Dispatcher series, including Fire Dispatcher Trainee, Fire Dispatcher, Senior Fire Safety Dispatcher, and Fire Dispatch Supervisor or Police Dispatcher Trainee, Police Dispatcher, Senior Police Dispatcher, and Police Dispatch Supervisor; and
 6. The following additional non-sworn classifications in the Police Department that are required to wear a uniform: Crime Prevention Specialist, Evidence Technician, Senior Evidence Technician, Office Assistant, Office Specialist, Community Service Officer, Digital Investigative Analyst, Real Time Information Center Operator, Senior Community Service Officer, and Senior Real Time Information Center Operator.

- B. The City shall provide eligible Unit employees listed in Section 6.05(A) with an initial set of uniforms as follows:
 - 1. If an employee works a 5/8 or 9/80 schedule, they receive 5 shirts, 5 pants, 1 pair of shoes, 1 belt, 1 jacket, 1 badge, 1 badge holder and 1 business card holder.
 - 2. If an employee works an 11½ hour or 4/10 schedule, they receive 4 shirts, 4 pants, 1 pair of shoes, 1 belt, 1 jacket, 1 badge, 1 badge holder and 1 business card holder.
- C. Employees in the classifications of Building Inspector, Combination Building Inspector, Senior Combination Building Inspector, Public Works Inspector, Senior Public Works Inspector shall receive and wear uniform polo shirts with City logo, as designated by the department. Such employees shall not be eligible to receive \$400 per year for the maintenance, cleaning and normal repair of such polo shirts.
- D. Uniforms damaged in the line of duty shall be replaced by the City. Each year the Department Head shall inspect employee uniforms and replace accordingly.
- E. Employees who are required to wear safety shoes shall be reimbursed up to \$125 per fiscal year for such shoes. The shoes shall meet requirements appropriate for the employee's work assignment and classification, as determined by the Agency/Department Head.
- F. The City shall provide uniforms for employees in the classification of Water Production Operator. Water Production Operators are not eligible to receive the \$400 uniform allowance.
- G. In accordance with CalPERS regulations, effective July 1, 2012, any "classic" employee required to wear a full uniform that is rented and maintained by a uniform vendor through a contract with the City shall have the monetary value of the City-provided uniforms reported to CalPERS as special compensation on a bi-weekly basis. The monetary value reported to CalPERS will be reviewed annually by the City based on the pricing for the rental and cleaning of uniforms in the contract between the City and the uniform vendor will be adjusted accordingly when a change in the monetary value occurs. This provision currently applies to a limited number of operational positions in the Municipal Utilities Company and the Parks and Maintenance Department and may include, but is not necessarily limited to, the classifications of Custodial Services Supervisor, Fleet Services Supervisor, Irrigation Conservation Specialist, and Water Production Operator.

Approved:

<p>Signed by:  _____ Angela C. Lopez, Executive Director Human Resources and Risk Management City of Ontario</p>	<p>04/22/2026 _____ Date</p>
<p>Signed by:  _____ Shaun Martinez Teamsters Local 1932</p>	<p>04/22/2026 _____ Date</p>