

**Side Letter of Agreement
To the Current Memorandum of Understanding
Between the City of Ontario and
Ontario Professional Firefighters Association**

The City of Ontario (City) and the Ontario Professional Firefighters Association, Local 1430 I.A.F.F. (Association) agree to modify the established past practice of converting accrued sick leave when a represented employee moves (transfer, promotion, etc.) in to or out of a non-shift classification.

The City's established past practice included the following: employees moving (transfer, promotion, etc.) from a shift classification to a non-shift classification had their existing sick leave balance converted using a factor of 0.754717. Employees moving from a non-shift classification to a shift classification had their existing sick leave balance converted using a factor of 1.325.

Effective May 10, 2020, the City will discontinue the practice of converting accrued sick leave when a represented employee moves (transfer, promotion, etc.) in to or out of a non-shift classification. Represented employees currently assigned to the non-shift classifications of Fire Captain – 40 hr. and Fire Investigation Supervisor – 40 hr. as of this date, will be credited the amount of sick leave which represents the difference between the accrued balance before and their accrued balance following the most recent conversion of their accord sick leave. This amount will be credited to the respective employee's sick leave balance no later than May 23, 2020. No additional conversion or crediting of sick leave for represented employees is warranted or required.

Approved:



Angela C. Lopez, Executive Director Human Resources
City of Ontario



Date



Kevin Fugate, President
Ontario Professional Firefighters Association
Local 1430 I.A.F.F.



Date