

**Side Letter of Agreement
To the Current Memorandum of Understanding
Between the City of Ontario and
Ontario Fire Management Group**

The City of Ontario (City) and the Ontario Fire Management Group agree to modify Article 2. Definitions, of the applicable Memorandum of Understanding covering the period of January 1, 2018 through June 30, 2022.

Article 2: Definitions

- A. Bargaining Unit - The bargaining unit of the employees defined in Article 1, Section 1.02 - Recognition.
- B. Calendar Year - The period of 12 consecutive months commencing on January 1st and ending on December 31st.
- C. Day - A calendar day, unless otherwise stated in this MOU.
- D. Emergency – A circumstance requiring immediate action; a sudden, unexpected happening; an unforeseen occurrence or condition.
- E. Employee – A full- time:
 - 1. Regular Status Employee – An employee in a full-time regular position who has completed the probationary period.
 - 2. Probationary Employee – An employee in a full-time regular position who has not completed his/her probationary period.
 - 3. At-Will Employee – An employee who is appointed in an At-Will status and serves at the will and pleasure of the City Manager.
- F. Week – Seven consecutive days beginning on Sunday and going through the following Saturday.
- G. Working Day - A daily work period an employee is regularly scheduled to work each day. For example, an employee on a 4/10 work schedule would have a ten-hour working day.
- H. Regular Rate of Pay – The regular rate used to calculate the Fair Labor Standards Act (“FLSA”) premiums pay reported to CalPERS, inclusive of an employee’s base hourly rate, eligible items of special compensation that an employee receives at the time FLSA is calculated (Longevity Pay, Educational Incentive, and all compensation items under Section 10.03), and all other items of compensation that are included in the FLSA calculation.

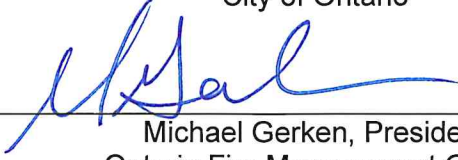
Approved:



Scott Ochoa, City Manager
City of Ontario

4/13/21

Date



Michael Gerken, President
Ontario Fire Management Group

4/7/21

Date