

**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 Section 10.02 Professional Development Incentive, of the applicable Memorandum of Understanding covering the period of January 1, 2018 through June 30, 2022.

Section 10.02 – Professional Development Incentive

- A. Educational Incentive – All Group employees may qualify for additional compensation to recognize their professional development under one of the subsections 10.02A(1) or 10.02A(2) below.
1. Group employees who have in their possession or who later obtain a BA/BS Degree (from an accredited college or university) shall receive \$425 per month in addition to their base pay; or,
 2. Group employees who continue their professional development and successfully complete an acceptable number of courses from the National Fire Academy and/or the California Fire Service Academy, and/or the California Specialized Training Institute shall receive \$425 per month in addition to their base pay.
- B. Professional Development Incentive - Deputy Fire Chief or Senior Deputy Fire Chief may also qualify for additional compensation to recognize their professional development under subsections 10.02B(1) and/or 10.02B(2) below.
1. A Deputy Fire Chief or Senior Deputy Fire Chief who has obtained the California State Fire Marshal Chief Officer/Chief Fire Officer certification shall receive \$250 per month in addition to their base pay.
 2. A Deputy Fire Chief or Senior Deputy Fire Chief who has obtained a California State Fire Marshal Executive Chief Fire Officer certification shall receive \$250 per month in addition to their base pay.
- C. No employee shall be eligible for education incentive compensation in excess of \$925 per month. Educational Incentive reported to CalPERS is calculated using an employee's base pay plus holiday worked compensation as defined in Sections 15.02 and Management Incentive Pay as defined in Section 9.03.

Approved:



Scott Ochoa, City Manager
City of Ontario

4/13/21

Date



Michael Gerken, President
Ontario Fire Management Group

4/7/21

Date