

**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 Section 10.03 Skill Compensation, of the applicable Memorandum of Understanding covering the period of January 1, 2018 through June 30, 2022.


**Section 10.03 Skill Compensation**

- A. Paramedic Duty Assignment (Paramedic Pay) - Firefighter, Fire Engineer and Fire Captain positions assigned to paramedic duty or working as paramedic out-of-class ("PMOC") will receive additional compensation which shall be the amount of the difference between Step five of the Fire Engineer classification and the amount representing 12.72% above Step five of the Fire Engineer classification. A minimum staffing of two paramedics will be maintained on all Advanced Life Support (ALS) units.
- B. Bomb Squad Assignment (Hazard Premium) - Firefighter, Fire Engineer, Fire Investigator Supervisor and Fire Captain positions assigned to the Bomb Squad Unit will receive additional compensation which shall be the amount of the difference between Step five of the Fire Engineer classification and the amount representing 5.12% above Step five of the Fire Engineer classification. Two team members per shift per each three stations shall be maintained.
- C. Hazardous Materials Assignment (Hazard Premium) - Firefighter, Fire Engineer, Fire Investigator Supervisor and Fire Captain positions assigned to the Hazardous Materials Assignment will receive additional compensation which shall be the amount of the difference between Step five of the Fire Engineer classification and the amount representing 5.12% above Step five of the Fire Engineer classification. Two team members per shift per each three stations shall be maintained.
- D. Heavy Rescue Team Assignment (Heavy/Special Equipment Operator Premium) - Firefighter, Fire Engineer, Fire Investigator Supervisor and Fire Captain positions assigned to the Heavy Rescue Team Assignment will receive additional compensation which shall be the amount of the difference between Step five of the Fire Engineer classification and the amount representing 5.12% above Step five of the Fire Engineer classification. Two team members per shift per each three stations shall be maintained.
- E. Bilingual Pay - Effective no later than July 1, 2018, employees, who speak Spanish or any other language designated by the Fire Chief, shall receive bilingual pay provided they pass an examination administered by the Human Resources Department that tests their oral competency in job-related situations. Bilingual pay shall be \$115 per pay period. In the event there are more than 50 employees who receive bilingual pay, the City may require the Association to meet and confer to limit the number of personnel who receive such premium compensation.
- F. SWAT Paramedic Assignment (Hazard Pay) - Firefighter, Fire Engineer, Fire Investigator Supervisor and Fire Captain Positions assigned to the SWAT Paramedic Assignment will receive additional compensation which shall be the amount of the difference between Step five

of the Fire Engineer classification and the amount representing 5.12% above Step five of the Fire Engineer classification. A maximum of 3 team members shall be eligible.

- G. Investigator Supervisor Education - Investigator Supervisors who complete Basic Public Information Officer (PIO) and Joint Information Center (JIC)/Joint Information System (JIS) training course from the California Specialized Training Institute (CSTI), and possess a State Company Officer Certification will receive 10% above Investigator Supervisors base pay. If the employee does not have the State Company Officer Certification, they must complete the above stated PIO training, all State Company Officer Classes, and the Investigator Supervisor Task Book to receive 10% above base pay.
- H. Aircraft Rescue & Firefighting (ARFF) Assignment (Hazard Premium) – Firefighter, Fire Engineer, and Fire Captain positions assigned to the ARFF Assignment/Station will receive additional compensation which shall be the amount of the difference between Step five of the Fire Engineer classification and the amount representing 5.12% above Step five of the Fire Engineer classification. Eight incentive ARFF positions per shift shall be maintained.
- I. To be eligible for the skill compensations above, employees must meet the qualifications determined by the Fire Chief.
- J. Fire Captain 40-Hour Position Assignment (Fire Staff Premium) – Fire Captains assigned to work a 40-hour staff position shall receive 20.77% of base pay.
- K. Fire Investigation Supervisor 40-Hour Position Assignment (Fire Staff Premium) – Fire Investigation Supervisor positions assigned to work a 40-hour staff position shall receive 10% of base pay.
- L. For compensation reported to CalPERS, all skill compensation items identified above are calculated on an employee's base pay plus holiday worked compensation as defined in Section 15.02.

Approved:



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Scott Ochoa, City Manager  
City of Ontario

4/13/21

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Date



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

7-9-21

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Date