

**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 10.05 Longevity Pay, of the applicable Memorandum of Understanding covering the period of January 1, 2018 through June 30, 2022.

Section 10.05 Longevity Pay

Employees who begin the designated year of service as the specified classification shall receive the corresponding longevity pay percentage calculated using the employee's base pay plus holiday worked compensation as defined in Section 15.02. Employees will also receive credit for professional full-time fire service with prior agencies. Any leave without pay of 60 calendar days or more will be deducted from years of service for purposes of longevity pay.

The Fire Chief shall verify the professional years of service and successful completion of the Relief Drivers Test. Once verified and granted, no further testing or test results shall affect longevity pay. For employees that receive longevity pay for 10 years of service and promote to a position that does not receive longevity for 10 years of service, the step increase for the promotion shall be calculate included base and longevity.

Firefighters				
Effective Date	With Relief Drivers Test	Without Relief Drivers Test	Years of Service	Longevity Pay Percentage
January 2006		X	20	7.5%
		X	25	15%
	X		10	5%
	X		20	12.5%
	X		25	20%

Fire Engineers, Fire Investigation Supervisors & Fire Captains		
Effective Date	Years of Service	Longevity Pay Percentage
January 2006	20	7.5%
	25	15%

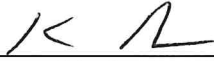
Approved:



Scott Ochoa, City Manager
City of Ontario

4/13/21

Date



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

4-9-21

Date