

## **Amendment to the 2023 – 2027 Memorandum of Understanding Between the City of Ontario and Ontario Fire Management Group**

The City of Ontario and the Ontario Fire Management Group (OFMG) (Group) agree to modify Section 10.01 (D) and Section 10.05 of the Memorandum of Understanding (MOU) covering the period from July 1, 2023, through June 30, 2027, as reflected below. These amendments are intended to address the ongoing discussions between the City and the Group regarding the details of an updated total compensation survey as outlined in Section 10.05.

Paragraph D of Article X, Section 10.01, is hereby restated in its entirety to read as follows:

### Section 10.01 Salary

- D. Effective July 13, 2025, employees within the unit will receive the lesser of a 3% increase in base salary or the percentage increase in base salary required to maintain the leading total compensation position amongst comparable agencies.

For the purposes of determining eligibility for a potential July 13, 2025, increase, the City and Group agree that the classification of Fire Battalion Chief – 56 hr will represent the benchmark classification for all classifications represented by the Group. Based upon the total compensation survey conducted, all classifications represented by the Group will receive a 3% increase in base salary.

Section 10.05 of Article X, is hereby restated in its entirety to read as follows:

### Section 10.05 Employer of Choice

The City of Ontario desires to identify, attract, develop, and retain the most talented individuals to field an expert and resourceful workforce, capable of delivering Exceptional Customer Service to the Premier Community of the Inland Empire. The City's commitment as an Employer of Choice is to provide:

- High-quality facilities and equipment;
- comprehensive training and professional development opportunities; and
- a total compensation package that is #1 in our survey market.

Committing to being the top-compensated agency, in addition to demanding the highest level of service and professionalism from employees to be, requires both financial sustainability and defensibility of the unique policy choice. Thus, although Ontario will strive to be #1 in the market, it is essential that we adhere to that market. The #1 total compensation package shall be determined each contract term and the rank differentials from Battalion Chief to Fire Chief will also be a consideration in creating an appropriate differential between the ranks.

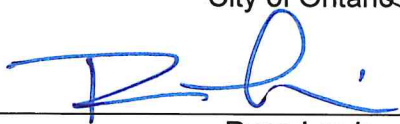
The City and the Group agree that they have not yet reached a final agreement relative to the details of the updated total compensation survey. And as such, will continue to meet and discuss the relevant details of future surveys to include, but not limited to, comparable survey

agencies to be included in the survey, elements to be included in the survey, considerations for the survey, and timelines for compiling and reviewing the results, with an intended agreement completion date of September 30, 2025.

Approved:

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

5/13/2025  
Date

  
\_\_\_\_\_  
Ryan Lewis  
Ontario Fire Management Group

5/13/2025  
Date