

**Amendment to the 2023 – 2027 Memorandum of Understanding
Between the City of Ontario and
Ontario Professional Firefighters Association**

The City of Ontario and the Ontario Professional Firefighters Association (OFFA), Local 1430, I.A.F.F. (Association) agree to modify Section 10.01 of the Memorandum of Understanding (MOU) covering the period of July 1, 2023, through June 30, 2027, as reflected below.

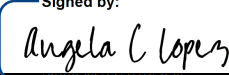

The purpose of the modifications to Section 10.01 is to clarify the percentage of base salary increase provided to employees in the unit effective July 13, 2025.

Section 10.01 of Article 10, is hereby modified to include subsection F., which shall read as follows:

Section 10.01 Salary

- F. Based upon the analysis of the total compensation survey conducted, consistent with Section 10.01 (C), effective July 13, 2025, employees within the unit with all classifications represented by the Group will receive a 3% increase in base salary. Appendix A has been revised to indicate the hourly and monthly salary rates.

Approved:

<p style="margin-left: 100px;">Signed by:</p> <div style="text-align: center;">  <hr style="border: 0.5px solid black;"/> <p>Angela C. Lopez, Executive Director Human Resources and Risk Management City of Ontario</p> </div>	<p>06/26/2025</p> <hr style="border: 0.5px solid black;"/> <p>Date</p>
<p style="margin-left: 100px;">Signed by:</p> <div style="text-align: center;">  <hr style="border: 0.5px solid black;"/> <p>Jacob Ryan, President Ontario Professional Firefighters Association Local 1430 I.A.F.F.</p> </div>	<p>06/24/2025</p> <hr style="border: 0.5px solid black;"/> <p>Date</p>