

**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 10.03 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 10.03 is to increase the number of personnel eligible for skill compensation within the Hazardous Materials Assignments and Heavy Rescue Assignments (also known as Urban Search & Rescue or US&R) to meet the Fire Department’s current operational needs.


Section 10.03 of Article 10, subsections D and E are hereby modified to read as follows:

Section 10.03 Skill Compensation

- D. 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. Eight incentive Hazardous Materials positions per shift shall be maintained.

- E. 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. Eight incentive Heavy Rescue positions per shift shall be maintained.

Approved:

Signed by: 
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 _____ 01/29/2026
 Angela C. Lopez, Executive Director Human Resources and Risk Management
 City of Ontario Date

Signed by: 
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 _____ 01/29/2026
 Chris Bowen, President
 Ontario Professional Firefighters Association
 Local 1430 I.A.F.F. Date