

AMENDMENT AND EXTENSION OF THE 2006 - 2010 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ONTARIO AND THE ONTARIO FIRE MANAGEMENT GROUP

In response to the declining economic conditions facing the City of Ontario (herein after known as "City"), the Ontario Fire Management Group (hereinafter known as "Group") voluntarily agreed to forgo scheduled general salary increases in the 2006 – 2010 Memorandum of Understanding (hereinafter known as "MOU") and extended the contract by two years. The MOU is hereby amended as follows:

TERM OF THE MOU

Article 19. Duration and Implementation

The following amends Article 19 by adding (C) to amend and extend the current MOU.

Article 19. – Duration and Implementation

- C. In consideration for the salary compensation adjustments deferred pursuant to Section 10.01(F), effective June 2, 2009, the parties agree to amend the current MOU and extend the MOU by two years from June 30, 2010 to June 30, 2012.

COMPENSATION



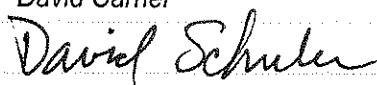

Article 10. COMPENSATION

The following amends Article 10 by adding Section 10.01(H) to withdraw scheduled salary increases.

Section 10.01 – Salary

- H. Effective June 2, 2009, the Group agrees to forgo the 2% salary compensation adjustments scheduled for July 2009 and January 2010 (4% total) as specified in Sections 10.01(D) and 10.01(E) and retain the base salary compensation rates in effect on June 2, 2009. The Group does not intend to seek increases in salary until such time as the City's economic condition improves to the point that the Ontario City Council is able to provide salary increases.

The above stated terms and conditions supersede related section(s) in any previous MOU. All other terms and conditions in the original 2006 – 2010 MOU, including related Side Letters of Agreement unless otherwise referenced herein, remain the same. This Amendment shall become effective immediately upon ratification of both parties.

CITY OF ONTARIO		ONTARIO FIRE MANAGEMENT GROUP	
SIGNATURE	DATE	SIGNATURE	DATE
 Gregory C. Devereaux, City Manager	10/5/09	 David Carrier	9/17/09
		 David Schuler	9/18/09
		 Richard Rodgers	9/17/09