

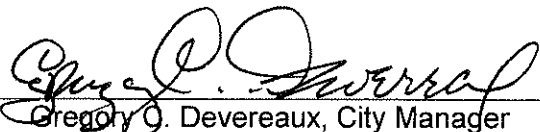
**Side Letter of Agreement  
To The Current Memorandum of Understanding  
Between The City Of Ontario and Ontario Fire Management Group**

Due to the vacancies of two Battalion Chiefs and the economic necessity of controlling overtime costs, the City of Ontario (City) and the Ontario Fire Management Group (OFMG) agree that the Deputy Fire Chiefs shall temporarily assume additional duties of the Battalion Chief position, while still acting in the capacity of Deputy Fire Chief. As a result, the City and OFMG agree to modify Article 9, Section 9.02 of the current Memorandum of Understanding (MOU) effective January 1, 2010 as follows:

**Section 9.02 – 24-Hour Shift Personnel**

- A. The compensation formula used to calculate rate of pay for Battalion Chiefs assigned to a 24-hour work shift schedule shall be that which is used for the majority of Fire Department 24-hour shift safety employees. This shall apply to regular scheduled hours and hours worked in excess of the regular scheduled hours. This provision will apply only to those employees who are assigned and work a 24-hour shift schedule.
- B. Effective January 1, 2010, the provisions listed in this section shall also apply to Deputy Fire Chiefs assigned to a 24-hour shift schedule. Deputy Fire Chiefs assigned to a 24-hour shift schedule shall continue to be in an "At-Will" status as specified in Section 5.02 and shall continue to be FLSA-exempt. However, while acting in a 24-hour shift assignment, Deputy Fire Chiefs will receive overtime compensation consistent with the classification of Battalion Chief.

Approved:

  
\_\_\_\_\_  
Gregory C. Devereaux, City Manager  
City of Ontario

12/18/09  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
David Carrier, President  
Ontario Fire Management Group

12/17/09  
\_\_\_\_\_  
Date

