

**AMENDMENT TO THE MEMORANDUM OF AGREEMENT
BETWEEN THE VENTURA COUNTY FIRE PROTECTION DISTRICT AND
THE VENTURA COUNTY PROFESSIONAL FIREFIGHTERS' ASSOCIATION**

There is presently in full force and effect a Memorandum of Agreement ("MOA") between the Ventura County Fire Protection District ("District") and the Ventura County Professional Firefighters' Association ("VCPFA") that sets forth the terms and conditions of employment of all County employees represented by SEIU for the period between September 24, 2024 and September 23, 2028.

The District and the VCPFA agree to amend the 2024-2028 MOA as follows:

1. Revise Section 605, "HIRT Team Premium," as follows:

An **qualified** employee **regularly** assigned to the **designated** Hazardous Incident Response Team (HIRT) **Fire Station** shall receive a HIRT Premium Payment equivalent to five percent (5%) of the current, top step Firefighter biweekly base rate of pay. The payment shall be made biweekly. An employee regularly assigned to the **designated** HIRT **Fire Station** shall not receive the bonus payment specified in Section 606 below.

Effective September 29, 2024, the HIRT Team Premium paid to eligible employees pursuant to this section shall increase to six and one-half percent (6.5%) of the top-step Firefighter biweekly base rate of pay.

An employee who transfers into the **designated** HIRT **Fire Station** must attain certification as a Hazardous Materials Technician (or its equivalent).

Effective September 29, 2024, members maintaining applicable certification to Technician, Specialist, and WMD level, and temporarily assigned to the HIRT team, shall receive premium payment equal to six and one-half percent (6.5%) of the current, top-step Firefighter biweekly base rate of pay for each hour actually served on the HIRT.

~~The District agrees to pay the HIRT premium to at least six Captains, six Engineers, and six Firefighters.~~

2. Revise Section 606, "HIRT Pool Premium," as follows:

Employees who have attained certification of at least Hazardous Materials Technician (or its equivalent) shall **may** be eligible to become part of the HIRT Resource Pool (Pool). Members of this Pool will be eligible to work callbacks, mandates, shift-trades, etc., on the HIRT. Any HIRT Pool member shall receive an hourly bonus of \$1.25 (or a pro-rata portion thereof) for each hour spent working on the HIRT. Any employee working on the HIRT due to a voluntary shift-trade shall not be eligible to receive this hourly bonus. Employees shall commit to remain in the Pool for at least two (2) years after acceptance into the Pool. Exceptions to this commitment shall be allowed only upon approval of the Fire Chief.

Effective August 8, 2021, the HIRT Team Premium paid to eligible employees pursuant to this section shall increase to five percent (5%) of their base rate of pay for each hour spent working on the HIRT.

Effective July 5, 2026, members maintaining applicable Hazardous Materials certification at the Technician, Specialist, or WMD level (or their respective equivalent)

and who are designated to the HIRT Pool by the Fire Chief, or their designated representative, will receive a Pool Premium payment of five percent (5%) of the current, top-step Firefighter base rate of pay. Additionally, Pool members will be compensated an additional one and a half percent (1.5%) of the current, top-step Firefighter base rate of pay for each hour actually spent working on the HIRT.

Agreed to this 14 day of May 2026, by:

For the District:



Robert Abeloe
Deputy Executive Officer

For VCPEA:



Kevin Aguayo
VCPFA President