

**The 26<sup>th</sup> COLLECTIVE AGREEMENT**

**between**

**THE CITY OF SURREY**



**and**

**THE SURREY FIRE FIGHTERS' ASSOCIATION**

**IAFF LOCAL 1271**



**2012 - 2019**

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**THIS IS AN AGREEMENT entered into in Surrey, B.C.**

**BETWEEN:**

**THE CITY OF SURREY**

**(hereinafter called the City)**

**OF THE FIRST PART**

**AND**

**THE SURREY FIREFIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter**

**called the "Association")**

**OF THE SECOND PART**

**PREAMBLE**

The purpose of this Agreement is to secure for the City, the Association and the employees of the City covered by this Agreement the full benefit of orderly and legal collective bargaining and to ensure to the fullest extent possible, the safety and physical welfare of the employees, economy of operation and protection of property. It is recognized by this Agreement to be the duty of the City and the Association and the employees to cooperate fully, individually and collectively, for the advancement of said conditions.

The City and the Association agree to abide by the terms set out in this Agreement. The Association further agrees that it will at all times instruct its members to act in accordance with the terms contained in this Agreement. The City agrees, in the exercise of the functions of the management that the provisions of this Agreement will be carried out.

# **ARTICLE 1 BARGAINING AGENCY**

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## **1.1 Recognition**

The City recognizes the Association as the duly certified Bargaining Authority for all employees of the City employed in the Fire Department excepting the Fire Chief, Deputy Fire Chiefs, Assistant Fire Chiefs, Chief Mechanic, Assistants to the Fire Chief, Strategic Analyst, Financial Administrator, and Executive Assistant.

## **1.2 Soliciting of City Council**

The Association agrees that there shall be no soliciting by any of its members of individual members of the City Council for the purpose of obtaining special privileges in respect to rates of pay, working conditions, or any other matter covered by this Agreement.

## **1.3 Meetings**

- (a) The City and the Association will meet at such times and place as may be mutually agreed upon for the purpose of discussing working conditions and adjusting any matters within the confines of this Agreement.
  
- (b) In the event of discussions being considered necessary by either party during the term of this Agreement relating to new classifications, rates of pay, hours of work, or other working conditions not provided for in this Agreement, it is agreed that either party shall meet the other party in order to carry out such discussions as soon as possible, and in any event, not later than thirty (30) days from the date of the written request by one party to an officer of the other party.

## **1.4 Bargaining Authority**

The City agrees that the bargaining authority of the Association shall not be impaired during the term of this Collective Agreement.



## **ARTICLE 2 EMPLOYER'S RIGHTS**

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### **2.1 Management and Direction**

The management, operation and the direction of the working force is vested exclusively in the City provided, however, that this will not be used for purposes of discrimination against employees and provided that it is not against or contrary to the articles of this Agreement.

### **2.2 Hiring and Discipline**

The City shall have the right to select, promote, discipline or discharge its employees for proper cause, provided that employees shall retain the right of appeal under the Grievance Procedure contained in this Agreement.

### **2.3 Number of Permanent Employees**

The City shall have the right to declare the number of employees who shall be classified as permanent employees.

**ARTICLE 3  
UNION SECURITY**

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**3.1 Cooperation**

(a) The City will cooperate with the Association in obtaining and retaining as members, the employees as defined in this Agreement and it is agreed that all employees who are at present members of the Association shall remain so as a condition of employment. It is further agreed, that employees who are employed by the City shall become members of the Association as soon as reasonably possible following the beginning of their employment and shall remain members of the Association as a condition of employment. This section shall apply only to those persons engaged to fill regular and permanent positions for which the Association is certified bargaining authority.

(b) In the event of the Association intending to suspend a member for non-maintenance of membership, or for any other reason, the City shall be notified by the Association in writing at least seven (7) days before such suspension.

**3.2 Check Off**

The City agrees to the voluntary check-off of all dues of the Association in accordance with the by-laws of the Association and employees with one (1) month service shall be required to execute an assignment of wages, by appropriate check-off authorization, for the payment of an amount equal to the regular monthly Association dues.

The City shall honour written assignments of wages and salaries in favour of the Association when the assignments are submitted in substantially the following form:

\_\_\_\_\_ 20 \_\_\_\_\_

TO: The City of Surrey

I hereby authorize you to deduct from my wages and salary the following assessments assigned to the Surrey Firefighters' Association, Local 1271, and pay to the Surrey Firefighters' Association, Local 1271:

1. Association initiation fees in the amount of \$ .
2. Association dues in the amount as specified in the Constitution and By-laws of Local 1271.

The City shall remit dues deducted pursuant to such assignment to the Association once each month. The dues will be submitted to the Association by means of direct deposit on the same pay date as when the deduction occurs, with a statement of the names of the employees for whom the deductions have been made and the amount of each deduction.

The City will agree to make payroll deductions for employees who choose to make a donation to the Surrey Fire Fighters Charitable Society. The association will provide the city a signed donation authorization form for either lump sum or bi-weekly payroll deductions along with an excel spreadsheet including names and amounts. The City will remit all lump sum donations to the Surrey Fire Fighters Charitable Society as soon as possible and all bi-weekly donations after each 52 week period.

## **ARTICLE 4 ADJUSTMENT OF GRIEVANCES**

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Where a difference arises with respect to the interpretation or application of this agreement it shall be finally and conclusively settled without stoppage of work in the following manner. In addition, this grievance process will be followed for any other differences which may arise and that are not covered by the collective agreement.

### **4.1 Grievance Steps**

#### **Step One – Informal Discussion**

The Association shall initiate all grievances within fourteen (14) calendar days of either the occurrence or first knowledge of the grounds for the grievance. A representative of the Association and the employee shall first take up the grievance verbally, with the appropriate Deputy Chief. If the grievance involves a Deputy Chief where a conflict or perceived conflict of interest exists, upon request by either the Deputy Chief involved or the Union, the Fire Chief shall designate an alternate Deputy Chief to hear said grievance.

The Deputy Chief shall give a verbal response within seven (7) calendar days.

#### **Step Two**

Failing resolution, within fourteen (14) calendar days of Step One, the Association shall submit the grievance in writing, giving the general nature of the grievance with sufficient particulars to identify the dispute, to the Fire Chief or designate.

The Association shall request a meeting with the Fire Chief or designate, and at such meeting they shall attempt to resolve the grievance.

The Fire Chief or designate shall give a written response within seven (7) calendar days.

#### **Step Three**

Failing resolution, within fourteen (14) calendar days of Step Two, the Association shall request that the grievance be heard by the City Manager or designate, and at such meeting they shall attempt to resolve the grievance.

A written response shall be given by the City Manager within seven (7) calendar days.

Failing resolution at Step 3, within thirty (30) calendar days, the Association may refer the grievance to be heard at arbitration.

**4.2 Arbitration**

A single arbitrator shall hear all grievances, unless the parties mutually agree to submit a grievance to a three-person arbitration board.

As an alternative, the parties upon mutual agreement may refer a grievance to Expedited Arbitration in accordance with the process outlined in Section 104 of the *Labour Relations Code* (B.C.).

The arbitrator shall not alter, amend or change the terms and/or conditions of the Collective Agreement. Each party shall bear their own expenses and pay half the expenses of the arbitrator.

**4.3 Time Limits**

If one of the parties is unable to meet within the stipulated timeframe, then the other party may refer the matter to the next step. Time limits may, however be extended at any of the steps in the grievance procedure by mutual agreement.

**4.4 Policy Grievances**

Grievances arising from City Policy and or Departmental Operating Guidelines shall omit step one of the grievance procedure and commence at step two of the grievance procedure.

**4.5 Union Representation**

An employee shall be advised of his/her right to have a Union Representative with him/her during or prior to any investigation which may lead to disciplinary action taken against that employee or any other action that will form part of the employee's disciplinary record. Further, the Union shall be notified prior to any meeting the employer has with unionized employees when it is reasonable to assume the meeting will lead to disciplinary action. The Union shall also be notified when verbal disciplinary action is to be taken against an employee in the bargaining unit and shall be given a copy of any written notification of disciplinary action that will form part of an employee's disciplinary record.

**ARTICLE 5**  
**VACATIONS AND STATUTORY HOLIDAYS**

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**5.1 Annual Vacations**

Paid annual vacation for employees covered by this Agreement shall be granted as follows:

- (a) Annual vacations shall be taken at such times as mutually agreed upon by the employee and the Fire Chief, so that efficiency and operation of the Department shall not be impaired.
- (b) Employees leaving the service either before completing one year's service or before qualifying for their next annual vacation shall be paid vacation allowance as provided by the "Employment Standards Act" for the period worked.
- (c) Employees with less than one year's service shall receive 4% vacation pay based on total earnings and no vacation time off.
- (d) Suppression branch member's holidays are to start on their first day shift and the City agrees that employees will not suffer any time loss as a result of transfer to another shift.
- (e) Calendar year for the purpose of this Agreement shall mean the twelve (12) month period January first (1st) to December thirty-first (31st) inclusive.
- (f) Vacations not used within the year will be carried over to the following year as prior year's vacation. Prior year's vacation will be used by March 1<sup>st</sup> the following year.
- (g) Vacation adjustment pay for the previous year will be processed before May 1<sup>st</sup>. Unused prior year vacation will be paid out as part of the vacation adjustment pay.
- (h) Vacation adjustment pay shall be based on total base earnings. Base earnings shall include pay received for acting in a higher rank but shall not include any other pay such as overtime, gratuity pay, statutory differential pay or early retirement payments.
- (i) All Employees on continuous non-occupational medical absence due to illness or injury for greater than 60 calendar days will have their annual vacation entitlement pro-rated during the duration of their absence up to the date they return to regular or alternate duty. Should any entitlement deficits occur as reconciled for the year, the parties will reconcile the balance owing from the next entitlement year or in the case of retirement, recover any deficit from final payments.

**Operations Division - Suppression Branch Employees**

Effective 2015, the annual vacation benefit for Suppression branch employees shall be as per the following chart, the number of shifts listed or the percentage of the employee's total earnings for the year, whichever is greater.

Year of Service	Vacation Shift	Percentage of Total
2 through 5	8	4.4
6 through 9	12	6.6
10 through 13	16	8.8
14 through 18	20	11.0
19 through 25	24	13.2
26 or greater	28	15.3

**Operations Division - Training Branch Employees**

Effective 2009, the annual vacation benefit for Training branch employees shall be as per the following chart, the number of shifts listed or the percentage of the employee's total earnings for the year, whichever is greater.

Year of Service	Vacation Shift Entitlement	Percentage of Total Earnings
2 through 4	10	5.0
5 through 10	14	7.1
11 through 14	19	9.3
15 through 20	24	11.5
21 or greater	28	13.7

**Operations Division - Prevention Branch Employees**

Effective 2009, the annual vacation benefit for Prevention branch employees shall be as per the following two charts, the number of shifts listed or the percentage of the employee's total earnings for the year, whichever is greater.

5 day work week

Year of Service	Vacation Shift Entitlement	Percentage of Total Earnings
2 through 4	15	5.0
5 through 10	20	7.1
11 through 14	25	9.3
15 through 20	30	11.5
21 or greater	35	13.7

4 day work week

Year of Service	Vacation Shift Entitlement	Percentage of Total Earnings
2 through 4	10	5.0
5 through 10	14	7.1
11 through 14	19	9.3
15 through 20	24	11.5
21 or greater	28	13.7

**Communication Division Employees**

Effective 2015, the annual vacation benefit for Communication division employees shall be as per the following chart, the number of shifts listed or the percentage of the employee's total earnings for the year, whichever is greater.

Year of Service	Vacation Shift Entitlement	Percentage of Total Earnings
2 through 5	8	4.4
6 through 9	12	6.6
10 through 13	16	8.8
14 through 18	20	11.0
19 through 25	24	13.2
26 or greater	28	15.3

**Maintenance Division Employees**

Effective 2009, the annual vacation benefit for Maintenance division employees shall be as per the following chart, the number of shifts listed or the percentage of the employee's total earnings for the year, whichever is greater.

5 day work week

Year of Service	Vacation Shift Entitlement	Percentage of Total Earnings
2 through 4	15	5.0
5 through 10	20	7.1
11 through 14	25	9.3
15 through 20	30	11.5
21 or greater	35	13.7

4 Day work week

Year of Service	Vacation Shift Entitlement	Percentage of Total Earnings
2 through 4	12	5.0
5 through 10	16	7.1
11 through 14	20	9.3
15 through 20	24	11.5
21 or greater	28	13.7

**Support Services Division Employees**

Effective 2009, the annual vacation benefit for Support division employees shall be as per the following chart, the number of shifts listed or the percentage of the employee's total earnings for the year, whichever is greater.

Year of Service	Vacation Shift Entitlement	Percentage of Total Earnings
2 through 4	15	5.0
5 through 10	20	7.1
11 through 14	25	9.3
15 through 20	30	11.5
21 or greater	35	13.7

**Employees Working in Other Branches**

Full-Time Permanent Employees working in branches other than those described above will be entitled to the same vacation benefit as those in the Operations Division – Prevention Branch

**5.2 Statutory Holidays**

- (a) All persons covered by this Agreement shall be entitled to the following Statutory Holidays: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any or all days that may be declared a statutory holiday by Federal, Provincial or City Governments. Such days may be accumulated and taken as time off; at such times as the Fire Chief considers that the employee can best be spared.
- (b) In addition to the first paragraph of this section, any Fire Department employee covered by this Agreement who is required to work on any of the statutory holidays shall be paid at time and one-half (1 1/2) the employee's regular rate of pay for each of the hours that the employee is on duty for such statutory holiday.
- (c) Where Statutory Holidays fall on a scheduled Prevention Branch, Training Branch, Maintenance or Support Services work day, staff working shall be given that day off. Should a Statutory Holiday fall on a members scheduled day off, a member working a 5 day per week schedule shall receive the next scheduled work day off. A member working a 4 day per week schedule will be entitled to another day off in lieu.
- (d) All new full time employees are entitled to statutory holidays that occur after the applicable hire date without a waiting period.
- (e) All Employees on continuous non-occupational medical absence due to illness or injury for greater than 60 calendar days will have their annual statutory holidays pro-rated during the duration of their absence up to the date they return to regular or alternate duty. Should any entitlement deficits occur as reconciled for the year, the parties will reconcile the balance owing from the next entitlement year or in the case of retirement, recover any deficit from final payments.



## ARTICLE 6 EMPLOYEE BENEFITS

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With the exception of 6.8 and 6.11 through 6.16, this section shall apply only to those employees engaged to fill regular and permanent positions for which the Association is the certified bargaining authority.

### 6.1 Sick Leave

#### (a) Sick Leave Entitlement

All employees shall be granted eighteen (18) duty shifts sick leave with pay for each year of continuous service on the basis of one and one-half (1 1/2) duty shifts per month on completion of three months service.

#### (b) Gratuity Shift Entitlement

An employee who uses no sick leave during each year shall receive four (4) duty shifts pay credit known as Gratuity Days. In the following year, three (3) Gratuity days are to be paid out at the employees year-end classification rate. The one (1) remaining Gratuity shift is to be credited to the employees Gratuity Bank. With fourteen (14) days' notice the employee has the option of requesting payout at their current classification rate for any or all of their Gratuity Bank entitlement. Upon retirement or termination the employee will receive a payout of any Gratuity shifts remaining in their bank at their current classification rate of pay on the date of their retirement or termination. Earned annual Gratuity days are prorated for Maternity leave.

#### (c) Individual Sick Bank

In the event that an employee uses no sick time following the year and following the deduction of their Gratuity shift entitlement from the eighteen (18) duty shift entitlement, the balance of fourteen (14) duty shifts will be added to the employee's sick leave bank. The sick leave bank accumulation is set at a maximum of two hundred (200) duty shifts.

Sick bank balances for employees with maximum sick banks who receive gratuity payouts will have the calculation done as if it occurred on December 31<sup>st</sup> of each year. Accruals will be credited before gratuity days are deducted and if bank balance is over two hundred (200) duty shifts, adjust balance back to two hundred (200) duty shifts for balance as of January 1<sup>st</sup> for following year.

#### (d) Union Health Fund

The Union's members will contribute a percentage of their base salary for each month to a fund, which will be paid to the city for health or wellness initiatives. The union health funds held by the City are to be accessed by the following formula. A flat fee payment equivalent to a day's net pay for the first five (5) duty shifts of non- occupational illness or injury absences. However, should an employee have Gratuity Shift yearly payout entitlements available, no flat fee payment is required for the first shift of an absence and only a flat fee payment for the next four (4) duty shifts is required. Daily flat fee rates will be determined as per the Letter of Understanding "Health Fund Calculations" for each rate of pay in the Schedule A.

**(e) Sick Leave**

The Gratuity Shift annual allotment of four (4) shifts will be reduced by one (1) shift for each duty shift absence due to non-occupational illness or injury absence until the entitlement is reduced to zero (0) shifts.

Each Gratuity shift reduction for a non-occupational illness or injury absence will first affect the three (3) mandatory Gratuity payout days and then the one (1) optional Gratuity shift entitlement. When an employee's Gratuity Entitlements have been reduced to zero (0), one (1) duty shift will be deducted from the employee's sick leave bank for each duty shift absent.

An employee absent from work on a continuous basis from one year to the next as a result of the same sickness or injury, and who has been deducted the maximum number of Gratuity shifts as a result of the absence shall not be deducted any gratuity duty shifts for the period of continuous absence during the following year.

**(f) Maximum Union Health Fund Responsibility**

The maximum Union responsibility for the health fund is capped at twice the previous year's amount. Union member contributions to this fund per month are not to exceed one-twelfth of the limitation referred to in the immediately preceding sentence. Should this amount be exceeded, no further contributions to the health fund by the union will be required in that year.

**(g) Recovery of Sick Cost from Third Party**

An employee who has received sick leave benefits for injuries caused by a third party, shall be obliged in the event such employee undertakes an action for recovery of damages against the third party, to seek recovery of the benefits paid to the employee and shall be obliged to reimburse the City to the extent the employee succeeded in recovering such benefits.

In making a claim to the courts, the employee or the employee's Representative shall request the presiding judge, or judge and jury, to specify the amount of any award, which is attributable to the recovery of sick leave benefits. The City shall reimburse the sick leave plan the amount of money paid out of the plan on the employee's behalf in proportion to the total amount of money recovered. The City shall also credit the employee with any related gratuity days to which the employee is entitled and reinstate the Union Health fund for the first five (5) duty shifts of non-occupational illness or injury.

**(h) Notice to Employer**

Employees are required to notify the employer of their availability for work in a timely and reasonable manner. For both Occupational and Non-occupational illness and injury, the onus lies with employees to inform the employer of their availability for regular or alternate duty. If required a physician will be used to determine any limitations or restrictions.

**6.2 Group Life Insurance**

The parties hereto mutually agree that all employees covered by this Agreement shall participate in the Group Life Insurance Plan provided by the City after a period of three (3) months following the beginning of their employment, and shall continue to participate in the said Group Life Insurance Plan as a condition of employment. The parties hereto further agree that the coverage provided by the said Group Life Insurance Plan shall be on the basis of fifty thousand dollars (\$50,000.00) or three times the salary for each person whichever is the greater computed to the nearest \$1,000.00 coverage. Premiums payable shall be paid fully by the City.

The limits for optional purchase insurance are limited to a maximum of \$300,000.00.

**6.3 Medical Health Plan & Extended Health Benefit Plan**

All employees covered by this Agreement shall be entitled to medical coverage under Medical Services Plan of British Columbia Health Services with the City paying the full cost of the premiums.

The City will provide the Union with current copies of the benefit contracts that contain the terms, conditions and coverage provided for each benefit by the benefit provider(s). The City will provide the Union with copies of all updates/amendments to the terms, conditions and coverage provided by the benefit provider(s). If the City decides to consider changing its benefit provider(s), it will advise the Union of such plans in advance and seek Union input on the change. The responsibility to change or select benefit providers rests with the City.

The City agrees to provide an extended health benefit program. This will include:

- A lifetime maximum coverage of \$1,000,000.
- A direct billing benefit card.
- An eyeglass/contact lens option which will provide a maximum of five hundred dollars (\$500.00) every twenty-four (24) months.
- Corrective eye surgery for employees and eligible dependents, to a lifetime maximum of \$2,000 per eye.
- Annual eye exam 100% coverage up to \$100.00
- Speech therapy for children to a maximum of \$500 per year.
- Hearing Aid coverage including battery replacement of \$1,500 every five years for adults and \$1,500 every year for children.
- Massage, acupuncture, naturopathy and chiropractic combined total limit of \$1,500 per year.
- Psychological coverage of \$1,250 per year.

**6.4 Dental Plan**

The City agrees to provide a Dental Plan, paying the full cost of premiums there under: the coverage provided shall be the same or similar to:

- Plan "A" - 100%
- Plan "B" - 85%
- Plan "C" - 75%
- Plan "C" – Lifetime coverage of \$7,500

**6.5 Long Term Disability Plan**

The City agrees to provide a Long Term Disability Plan to employees covered by this Agreement in an amount equal to 66 2/3 % of the employee's monthly rate of earned income, up to a maximum monthly benefit equal to 66 2/3% of the highest straight time rate of the Battalion Chief (highest bargaining unit rate).

**6.6 Municipal Pension Plan**

The City shall enrol eligible employees into the appropriate Municipal Pension Plan Group at the earliest eligibility date after hire.

The "Supplementary MPP Benefits" defined in previous Collective Agreements between the Parties, are provided through Municipal Pension Plan Group 5 to Fire Suppression, Prevention, Maintenance and Communication Divisions employees effective January 1, 2010. Municipal Pension Plan Group 1 or 4 benefits apply to the Support Services Division.

All Municipal Pension Plan Group 5 eligible employees will receive a Supplemental Pension Pay Allowance (SPPA) of 0.56% of pensionable earnings. These funds will be directed to a Financial Institute of the Union's choice for a Post-Retirement Benefits account.

**6.7 Supplementary Employment Insurance Benefit (SEIB) Plan**

An employee who is a birth mother who has applied for and is in receipt of Employment Insurance maternity benefits is entitled to receive SEIB Plan payments during her maternity leave.

The SEIB Plan is intended to supplement the Employment Insurance benefits received by the employee while she is temporarily unable to work as a result of giving birth. Provided she submits satisfactory medical evidence to the City, the employee will be entitled to receive SEIB Plan payments for up to seventeen (17) consecutive weeks. While the payments are attributable to the specific period during which the employee is unable to work, she may choose to receive such payments prior to the birth of the child, including during the two (2) week waiting period.

The employee will be eligible for SEIB payments for up to eleven (11) additional weeks provided: she continues to receive Employment Insurance Benefits, she is unable to work due to a valid health reason related to the birth of the child, and she provides medical evidence satisfactory to the City.

The SEIB Plan payments will be based on the difference between the Employment Insurance benefits received plus any other earnings received by the employee and ninety-five percent (95%) of her base weekly earnings.

An employee who is the birth father and who, due to the death of the birth mother has applied for and is in receipt of Employment Insurance benefits, shall also be entitled to receive SEIB Plan payments for up to seventeen (17) weeks.

The SEIB Plan meets the requirements of Section 38 of the Employment Insurance Regulations, as follows: the payment plus the employee's weekly EI maternity benefit does not exceed the employee's normal weekly wage, and the payment will not be used to reduce the employee's accumulated employment benefits, such as accumulated sick leave and vacation credits.

Income tax rules or regulations may require a payback of Employment Insurance earnings, depending on the tax rules in effect at the time the employee is receiving EI benefits. The City does not guarantee any specific level of earnings under the SEIB Plan but is liable only for the payment of the benefit as specified above. Under no circumstances will the City be responsible for any payback arising from the application of the tax rules or regulations, or from any changes to such rules or regulations.

#### **6.8 On The Job Accident Compensation (W.C.B.)**

Employees absent from duty due to injuries received in the performance of their employment shall receive normal net salary during such absence but time loss compensation payments received from the Workers' Compensation Board shall be remitted to the City and provided further that when an employee is unable to return to work through a compensable illness or injury and has been granted a pension by the Workers' Compensation Board, the City shall from the date of granting of such pension make no further payments to the employee under this clause. It is understood that normal net salary includes amounts that would be received for acting in a position of higher rank, when appropriate.

Normal net salary is defined as no net gain or no net loss to the employee on an annual reconciliation basis. Statutory deductions such as Income tax, CPP and EI etc. will be considered when determining the annual net pay as no net gain or no net loss for the employee.

Employees absent from duty due to an occupational injury or illness received in the performance of their employment with a different employer, whether currently employed by that employer or as a result of an injury or illness sustained while previously employed, must inform the city as soon as they are able and shall have all money received from WorkSafe BC remitted to the City. If the amount received from WorkSafe BC does not completely cover the employee's absence the employee will be placed on sick leave for the difference. The union health fund will not be responsible for absences of this nature and there will be no loss of gratuity days.

#### **6.9 Leave of Absence**

Employees desiring leave of absence for any reason either with or without pay shall submit an application for such leave to the Fire Chief and shall not be unreasonably denied. The Fire Chief's decision shall be final with respect to each application.

**a) Bereavement Leave**

Leave of absence without loss of pay for a period of up to three (3) duty shifts shall be granted to an employee upon the death of a member of his/her family, as follows: spouse, including common law spouse or same sex partner, fiancé, child, stepchild, father, mother, stepfather, stepmother, sister, brother, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparent, great grandparent, grandparent-in-law, grandchild, ward, guardian or other relative living in the employee's household. In cases where the funeral is out of town (beyond 250 kilometres by road from the employee's home) and a three day leave is insufficient to accommodate travel to and from the funeral the employee shall be granted additional leave of absence without loss of pay for a period of up to two (2) consecutive duty shifts to attend the funeral. With approval of the Fire Chief, an employee may split his/her bereavement leave entitlement within the 30 day period following the date of death, to attend to matters related to the death.

Requests for bereavement leave shall be submitted to the Fire Chief for approval. In exceptional circumstances, the Fire Chief may approve additional bereavement leave in his/her discretion. In cases where an employee who would otherwise be granted bereavement leave is on vacation, the Fire Chief may approve replacement of vacation time with bereavement leave. In any other circumstance, an employee who is absent from work is not eligible for bereavement leave.

**b) Court Appearances****i) Jury Duty**

Employees, who are called to serve as jurors in criminal or civil courts, shall be granted leave of absence for such purpose without loss of any privileges. This does not include actions to which the employee is named a party. Normal pay will continue to be issued on the usual pay dates. At the conclusion of his or her Court duty, the employee shall obtain a certificate from the

Court showing the period of his or her jury or witness service and the amount of compensation received and shall deposit this certificate together with the amount of the compensation, but not including traveling allowance, with the City.

**ii) Witness Subpoena Not Work Related**

Employees, who are subpoenaed as witness in criminal or civil courts, shall be granted leave of absence for such purpose without loss of any privileges. This does not include actions to which the employee is named a party. Normal pay will continue to be issued on the usual pay dates. At the conclusion of his or her Court duty, the employee shall obtain a certificate from the Court showing the period of his or her witness service and the amount of compensation received and shall deposit this certificate together with the amount of the compensation, but not including traveling allowance, with the City.

**iii) Witness Subpoena work related**

Employees, who are subpoenaed as witness in criminal or civil courts, shall be granted leave of absence for such purpose without loss of any privileges. Normal pay will continue to be issued on the usual pay dates. At the conclusion of his or her Court duty, the employee shall obtain a certificate from the Court showing the period of his or her witness service and the amount of compensation received and shall deposit this certificate together with the amount of the compensation, but not including traveling allowance, with the City. It is agreed that when an employee is appearing on witness duty on behalf of the City, or as a result of their work associated with the City, the employee shall be paid the rate of time and one half (1 1/2) their normal pay, for the time above and beyond their normal work schedule.

Employees shall make every reasonable effort to request leave prior to such leave occurring.

**c) Maternity Leave**

**Entitlement** - A pregnant employee shall be entitled to a leave of absence without pay for a period of seventeen (17) consecutive weeks, unless the employee requests a shorter period in writing and such shorter period is approved by her physician. In addition, the birth mother may take up to thirty-five consecutive weeks without pay following the initial seventeen (17) weeks. The employee shall continue to accrue seniority during the period of maternity leave.

**Commencement** - The employee shall submit a written request for maternity leave to the Fire Chief at least one (1) month prior to the day the employee wishes to commence leave. Maternity leave may commence no sooner than eleven (11) weeks prior to the expected date of birth. Where a pregnant employee gives birth before requesting maternity leave or commencing maternity leave, the maternity leave will be deemed to have started on the date of birth of the child.

**Return to Work** - The employee shall give written notice to the Fire Chief at least two (2) weeks prior to her return to work. Maternity leave may end no earlier than six (6) weeks after the birth date unless a shorter period is requested in writing by the employee and is approved by her physician.

**Benefits During Leave** - The employee may maintain benefits coverage during the period of maternity leave by making arrangements with Human Resources before commencement of the leave. In the case of benefits, which are cost-shared, the employee may maintain benefits by paying her portion of the benefit premiums and the City will pay its portion. In the case of benefits for which the City pays the entire premium cost, the City will continue to pay the full premium costs.

**Temporary Transfer (Suppression)**

Upon the request of a pregnant employee and the provision of satisfactory medical evidence, the City shall endeavour to temporarily transfer the employee out of the Suppression Division for the duration of the pregnancy or, alternatively, to relieve the employee of Suppression duties which are medically prohibited.

The employee shall not suffer any loss of pay or benefits during the temporary transfer or relief.

The City may initiate a temporary transfer or relief from specific duties if, in the opinion of the Fire Chief, the employee is no longer able to effectively perform her duties as a direct result of the pregnancy. An employee shall not suffer any loss of pay or benefits during the temporary transfer or relief.

If a temporary transfer or relief from specific duties is not reasonably feasible in the circumstances, the City may require the employee to commence leave. In such cases, the employee shall be entitled to use her accumulated sick leave, and the employee's previously scheduled leave period shall not be affected.

**d) Parental Leave**

An employee who is a birth mother, birth father or adoptive parent shall be entitled to leave of absence without pay for a period of up to thirty five (35) consecutive weeks.

In the case of a birth mother, such leave must be taken immediately following maternity leave under (c), unless mutually agreed between the employee and the Fire Chief. In the case of a birth father, such leave must commence within one (1) year after the birth of the child. In the case of an adoptive parent, such leave must commence within one (1) year after the child is placed with the parent.

The employee shall submit a written request for parental leave to the Fire Chief at least one (1) month prior to the day the employee wishes to commence leave. The employee shall give written notice to the Fire Chief at least two (2) weeks prior to his/her return to work.

An employee shall continue to accrue seniority during the period of parental leave. As well, the employee may maintain benefits coverage during the period of parental leave by making arrangements with Human Resources before commencement of the leave. In the case of benefits, which are cost-shared, the employee may maintain benefits by paying his/her portion of the benefit premiums and the City will pay its portion. In the case of benefits for which the City pays the entire premium cost, the City will continue to pay the full premium costs.

An employee's combined entitlement to leave for pregnancy and parental is 52 weeks, plus if the child has a physical, psychological or emotional condition requiring an additional period of parental care, the employee is entitled to an additional 5 consecutive weeks of unpaid leave, beginning immediately after the end of the parental leave taken. A medical note may be required to support the additional Parental Leave.

**e) Leave of Absence for Union Duties**

- i) Each leave of absence is at the discretion of the Fire Chief; however, approval shall not be unreasonably withheld.
- ii) The City agrees to allow on duty members of the Union leave of absence without loss of pay and/or benefits, when required to attend meetings with the City for the purpose of settling a grievance or attending Labour/Management meetings, or bargaining subject to operational requirements. It is agreed that the granting of leave under this section will not obligate the City to backfill for the employee. The city agrees to pay acting time when necessary due to elevations required for union business absences.



- iii) An employee who is elected or selected for a full-time position with the Union or any body with which the Union is affiliated shall be granted a leave of absence without pay for a period of up to four (4) years, provided such leave does not unduly disrupt the Fire Department's operations. Such leave, each year thereafter, shall be extended during the employee's term of office.
- iv) The employee will continue to accrue seniority during the leave of absence.
- v) For the purpose of this section it is agreed that if any employee is granted leave of absence, there shall be no cost to the City, other than acting pay.

**f) Leave for Public Office**

When an employee is elected to a government public office outside the City of Surrey, the City shall grant a leave of absence without pay for the period of the elected term, provided such leave does not unduly disrupt the Fire Department's operations. Such leave may be extended for an additional term in the sole discretion of the Fire Chief, but shall not exceed two (2) terms in total. In circumstances where the leave is not extended, the employee shall resign his/her employment with the City.

When an employee is nominated to run for election to the Council of the City of Surrey, the employee shall apply as soon as possible to the Fire Chief and shall be granted leave of absence without pay, provided such leave does not unduly disrupt the Fire Department's operations. If the employee is elected to office, the employee will resign in accordance with the provisions of the Local Government Act (B.C.). An employee running for elected public office who is in conflict of interest with the City shall resign from employment.

**g) Compassionate Care Leave**

An employee is entitled to a leave of absence without pay and without loss of seniority for a term of up to one (1) year in duration for the purpose of caring for and nurturing their preschool aged children or adult dependent children, dependent parents/parent-in-law or immediate family dependant. All employees must file appropriate documentation to verify eligibility with the Fire Chief, prior to such leave being approved. The Fire Chief may delay the commencement of such leave subject to operational requirements.

An employee who requests leave, is entitled to up to 8 weeks unpaid leave to provide care or support to a family member if a medical practitioner issues a certificate stating that the family member has a serious medical condition with significant risk of death within 26 weeks. The employee must give the employer a copy of the certificate as soon as practicable. The leave ends on the last day of the week in which the family member dies. If the family member does not die within the 26 week period, an employee can reapply for leave, subject to obtaining a new certificate from the medical practitioner.

**h) Military Leave**

It is agreed that when an employee is a member of the Canadian Armed Forces Reserve and is deployed or participates in required training, the employee will be granted a leave of absence without pay. The employee will not lose seniority for purpose of this leave. The leave may be limited based on the Fire Chief's discretion. If a situation arises where multiple leaves are requested, leaves will be granted based on seniority.

**i) Humanitarian Leave**

It is agreed that when an employee is a member of a government funded Urban Search and Rescue team, the Canadian Red Cross disaster relief team or Canadian Government Disaster Assistance Response team (DART) and their team is deployed into action for a natural disaster to provide humanitarian assistance, the employee will be granted a leave of absence without pay. The employee will not lose seniority for purpose of this leave. The leave may be limited based on the Fire Chiefs' discretion. If a situation arises where multiple leaves are requested, leaves will be granted based on seniority.

**j) Entitlements During Unpaid Leave of Absence**

Except where specifically provided otherwise in this Agreement, an employee on an unpaid leave of absence, including maternity and parental leave, shall be subject to the following during the period of leave:

- shall maintain but shall not accrue seniority
- shall not accrue sick leave
- shall receive vacation pay and any other accumulated benefits on a pro-rated basis, based on actual earnings for the calendar year(s) of the leave
- shall be eligible for any sick leave gratuity on a pro-rated basis, with the period of unpaid leave of absence excluded
- shall not receive pay for any statutory holidays which occur during the period of leave
- may elect to maintain benefits coverage, except pension, during the period of leave by paying the total cost of the premiums in advance
- in the case of maternity leave, parental leave, and compassionate care leave, pension contributions shall cease during the period of leave unless the employee makes arrangements prior to commencing leave to pay their contributions pursuant to the provisions of the *Municipal Pension Plan*.
- in the case of other unpaid leaves of absence, upon return to work and completion of the time required pursuant to the provisions of the *Pension (Municipal) Act*, the employee may make arrangements to purchase pension service relevant to the period of leave in a single lump sum purchase of service by paying both the employee and employer contributions.

**6.10 General Effects Clause**

It is agreed that any general conditions presently in force but which are not specifically mentioned in this Agreement shall continue in full force and effect for the duration of said Agreement.

**6.11 Nourishment**

The City shall provide at the discretion of the Duty Chief nourishment at any major conflagration.

**6.12 Training**

- (a) The City encourages all Firefighters to upgrade themselves in approved courses and will pay all course fees of successful candidates.
- (b) Firefighters attending approved training courses at the direction of the Fire Chief on their own time will receive one and one-half (1 1/2) the instruction time off or cash payout as compensation for course time. This time off is to be used during the current calendar year at times mutually agreed upon by the employee and the Fire Chief, so that efficiency and operation of the Department shall not be impaired.
- (c) If a Firefighter is on duty at the same time a training course is scheduled, the Fire Chief shall decide whether such Firefighter will be allowed time off to attend the course.

**6.13 Legal Protection**

Members of the Surrey Firefighters' Association shall be covered by the legal protection afforded them under Section 287 of the Local Government Act, RSBC 1996, c 323, Surrey Officer and Indemnification By-law, 2006, No. 15912, and further shall be covered by applicable City Liability Insurance Coverage.

**6.14 Retirement**

It is agreed that the mandatory retirement age for all Group 5 employees of the Fire Department shall be age 60.

Employees retiring after the completion of twenty (20) years of service with the City shall be entitled to one and one-half (1 1/2) day's pay for each year of service with the City. Effective January 1, 1990, this retirement allowance is discontinued for those employees in Fire Suppression and Prevention who receive Municipal Pension Plan Group 5 benefits. However, employees will retain benefits earned to date. Effective April 1, 1994, this retirement allowance is discontinued for Maintenance and Communication employees who receive the Municipal Pension Plan Group 5 benefits.

**6.15 Access to Personnel Files**

An employee shall be entitled to review his/her personnel file(s), in accordance with the provisions of the Freedom of Information and Protection of Privacy Act (B.C.). The employee shall be entitled to obtain a photocopy of any or all material in the file(s).

The employee may provide written authorization to a Union representative to review the personnel file(s) and/or request a copy of information in the file(s) on his/her behalf.

**6.16 Employee Wellness**

Firefighting is an important and dangerous, high stress work requiring a high degree of alertness, responsibility and physical ability that requires employees to attend work in a fit condition, including being well rested.

Secondary employment, hobbies, or other interests should not hamper an employee's ability to do their job and to attend work in a "right and ready state", in other words, affecting an employee's ability to perform his/her job proficiently.

The Fire Department supports extracurricular off-duty time spent at related work environments, such as the Justice Institute for professional career enhancement, however it remains critical that this, or any other extra-curricular activity does not impair an employee's ability to perform their work with the Surrey Fire Department proficiently.

The parties agree to strike a permanent committee (hereinafter referred to as "The Committee") of equal representation from both the Employer and the Union to manage the Employee Wellness Program collaboratively.

The Committee will be responsible to develop, implement and manage a program designed to increase employees' awareness of wellness, and improve and maintain the overall fitness of the unionized work force.

- (a) The Employer and the Union will share the cost of the annual wellness program equally.
- (b) The Employer agrees to establish a trust account for operating expenses, to be controlled by the Committee, to fund Employee Wellness initiatives and to deposit to the account the proceeds from a once a year payroll deduction done the first pay period in October. The deduction is forty dollars (\$40) from each employee. These funds shall form the basis of the Union's contribution that is to be matched by the Employer. Funds remaining in balance from one year to the next shall be retained and carried over from one year to the next.
- (c) The Employer agrees to be responsible for all costs associated with the maintenance and replacement of exercise equipment identified and associated with the Wellness Program.
- (d) The Union and Employer agree to maintain a wellness manual and encourage employees to monitor their health and well-being throughout their career and into retirement. The manual will contain instructions for employees to assist them in developing a comprehensive document containing base line measurements and pertinent tests for screening health risks related to the occupation of firefighting, gender and typical age related health concerns.

#### **6.17 Member Family Assistance Program**

The City of Surrey Employee & Family/Member & Family Assistance Program exists to provide short-term assistance to employees and their families (clients) who may have personal problems, in order to resolve those problems early, before they become disruptive to the employee, his or her family and work.

The limits for coverage are, but not limited to, \$600.00 per member or \$1200.00 per family per year. The funding will be provided on a 50/50 share basis between the parties up to a maximum cost of \$17,500.00 per year to the Association. The MFAP committee members will forward complete claim forms directly to the Human Resources Department for processing. The City will process payment of the forms and send an itemized invoice to the Union for payment of their share. The general guidelines for the program have been agreed to previously. Any other applications to the program will be discussed between the parties prior to approval.

**6.18 Shift Trades**

Suppression Firefighters may use Shift Trades at the approval of the Employer. Shift Trades shall not be used by Employees during their first six months of probation or in a manner that negatively affects operational requirements or when a Shift Trade results in a prolonged shift (beyond a 24 hour period).

The Employer recognizes Shift Trades provide Employees with an increased quality of life and shall not unduly deny a Shift Trade.

**6.19 Line of Duty Death**

The Employer will contribute up to two months of a First Class fire fighters salary towards the costs incurred to provide a full honours' Line of Duty Death Service for any employee covered by this agreement whose death has been attributed to the work they perform as an employee of the Surrey Fire Service. The service shall be in keeping with the IAFF and IAFC protocols as requested by surviving family members. The service, ceremony and other events associated with the ceremony shall be coordinated by a committee consisting of a family liaison, a Local 1271 representative and a representative from the Fire Chief's office.

**ARTICLE 7  
CLOTHING**

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**7.1 Uniforms**

**(a) Uniform for Full-Time Staff (Except Support Services Division Staff)**

Full-time uniformed employees of the Fire Department, except Support Services Division staff, will be issued, upon completion of training, on a one-time basis, one (1) Surrey Fire Department hat badge and one (1) Surrey Fire Department belt buckle.

The City shall provide these employees, upon completion of their training period, with a recruit uniform kit, which shall consist of:

(3)	Dark blue shirts	(1)	Light blue shirt
(2)	Work pants	(2)	T-shirts
(2)	Pairs of socks	(1)	Pair of shorts
(1)	Work jacket	(1)	Pair of boots
(1)	Belt	(1)	Uniform cap
(1)	Tunic	(1)	Pair of coveralls
(2)	Ties	(1)	Sweater
(1)	Vest		

**(b) Triennial Block Clothing Purchase**

All full-time uniformed employees will be given clothing point purchase credit based on a Triennial Block Clothing Point System started in 1998 at 802 points. Effective January 1, 2013 points for the new triennial block will be one thousand one hundred forty two (1142).

Item point values will remain the same for the entire triennial block despite the fact that real dollar values may fluctuate. Point values will also remain the same provided the quality of the items on the order form remains the same.

The value of uniform as indicated in the Uniform Schedules in the Uniform Guideline Policy will be adjusted to reflect current value and points and will be increased up to reflect actual inflation prior to the beginning of each triennial block using Schedule "1. Schedule "2" will be used as a basis for determining whether an item is included on the order form by branch or division.

Members who are faced with mandatory retirement within a triennial block will be pro-rated accordingly on the basis of 1/3rd value for each year started. In other words members will receive the full 1/3rd value if they have the opportunity to work in any given calendar year.

Members who retire whom are not mandatory will receive any clothing they ordered that has their badge number on it. Items with the City cresting on them will not be issued.



**7.2 Safety Equipment for Firefighters**

The City shall provide every person covered by this Agreement (excluding Fire Department Maintenance and Communication Division employees) with protective clothing, which shall include; safety boots, a helmet, service coat, pants, balaclava, and gloves and such other equipment as may be recommended by the Fire Chief and approved by the Council. All such protective clothing and equipment shall be returned to the City when the employee ceases to perform such duties as would necessitate the use of same.

**7.3 Clothing for Maintenance Division**

The City shall provide the Fire Department Mechanic with coveralls and will provide regular laundering thereof.

**7.4 Cleaning Allowance**

The City will pay a uniform cleaning allowance of twenty five (\$25) per month to each full-time member covered by this Collective Agreement following completion of three months' service with the City. Part-time employees will receive a cleaning allowance of fifteen (\$15) per month.



## ARTICLE 8 SENIORITY

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### 8.1 Seniority List

It is mutually agreed that the City will supply a seniority list once annually to the Association, showing the names, ages and commencement dates of employment with the City of all employees covered by this Agreement. Employee's age shall govern the seniority of employees commencing employment on the same day.

Divisional seniority lists shall be provided for the following Divisions:

- a) Operations Division comprised of
  - i) Prevention Branch
  - ii) Suppression Branch
  - iii) Training Branch
- b) Maintenance Division
- c) Communication Division
- d) Support Services Division

Seniority for part-time employees is accumulated on the basis of hours worked. Part-time employees shall not accrue seniority during a maternity or parental leave, but will not lose their place on the list as a direct result of maternity or parental leave.

The most senior part time dispatcher applying for a permanent full time or temporary full time dispatch position should fill the position. It is agreed the initial training during an employee's probationary period will not be included in the calculation to determine seniority for the purpose of permanent full time promotion. Training hours will however be included for the purpose of calculating wage increments and percentage in lieu of entitlements. Once an employee has completed his/her probationary period all hours accumulated will be considered for the purpose of calculating seniority for promotion. The cut-off date for calculating seniority will be the date of the posting.

### 8.2 Probation

It is agreed that any employees hired by the City shall be subject to a twelve (12) month probationary period from date of hiring. In the event that during the probationary period a new employee is off work on an approved Leave of Absence, the probationary period will be extended for the amount of time that they are on leave. A probationary employee may be discharged if his/her performance is deemed unsuitable for the position. Probation period may be extended a further six (6) month period upon mutual agreement between the City and the Association.

The probationary period for a Part Time employee shall be equal to the same amount of hours as one year of full time employment or 18 months, whichever comes first.

### 8.3 Postings

All opportunities for unionized position changes, new positions, or temporary positions, not covered in the promotional language shall be electronically and physically posted fourteen (14) calendar days in Fire Department work places throughout the City in advance of the filling of such positions. The parties agree to consult and collaborate on the content of each posting. Applicants must notify the Employer and the Association of their interest in the position prior to the deadline in the posting. The Employer will provide

the Association a list of all applicants before any position is announced with the senior qualified applicant receiving the position. A temporary position shall be defined as three years or less. If operational requirements allow, the posting may be posted for a maximum of 21 days.

The successful applicant will be contacted by the city to formally offer the position. If the applicant chooses to decline the position, the next most senior applicant will be selected for the position. The list of applicants to the posting will be used until such time as the position is filled and the successful applicant begins work in the area covered by the posting.

If an employee holding a posted position decides to leave the position after having worked in it for any length of time, they will remain in the position at the discretion of Management until a new posting is distributed as outlined in the Collective Agreement and another candidate is selected. Once another candidate is selected the original applicant will be returned to their previous position

#### **8.4 Operations Division Inter Branch Transfer Postings**

- (a) All promotions and/or transfers shall be subject to a six (6) month probationary period during which time the promoted candidate shall prove to the satisfaction of the Fire Chief that they can perform the duties of the rank to which they have been promoted. Should a candidate's performance prove unsatisfactory, they shall revert to their rightful position according to seniority. Seniority shall prevail for subsequent promotions.
- (b) All inter branch transfers will follow the calendar year starting in January and have their terms finish at the end of December of the appropriate year.
- (c) An Inter Branch transferee may request in writing to the Fire Chief to return to their former position prior to the end of their six month probation period. All postings shall clearly explain the possibility of displacement as it applies to, or is impacted by, the position posted for.

#### **8.4.2 Suppression to Fire Prevention Captain**

- (a) Lateral Transfer Fire Prevention Captain positions shall be a two-year lateral transfer term with another two year term as an option, upon mutual agreement between the Employee and the Fire Chief. If the second term is not agreed upon, the positions must be posted for renewal at the expiration of each term.
- (b) The successful applicants for transfer to a Prevention Branch Captain shall be the senior qualified suppression officer with a minimum of 5 years' experience in suppression.
- (c) All postings shall clearly explain the possibility of displacement as it applies to, or is impacted by, the position posted for.
- (d) All members who have completed a lateral transfer to Prevention Branch will be required to complete a two (2) year term in the Suppression Branch, prior to being eligible for a subsequent lateral transfer to the Prevention Branch.
- (e) Applicants to the position of Prevention Branch Captain must complete the required courses as determined by the promotional protocol prior to the completion of their probation period. The senior applicant will be provided the necessary course should they not already have it. Successful completion is required to remain in the position.

- (f) Once Suppression Branch members have completed their lateral transfer term within the Prevention Branch as a Fire Prevention Captain they will be permitted to return to the Suppression Branch in a rank equal to or higher than the rank they left, up to the rank of Captain. It is acknowledged that such a move may displace Suppression Officers that had been promoted to back fill the position left vacant as a result of the original transfer to Prevention.
- (g) Four of the Fire prevention Captain positions shall be permanent positions and the remaining will be Lateral transfer positions.

#### **8.4.3 Incumbent Prevention Division Member to Suppression Officer**

- (a) Only active Suppression Branch members may enter the Company Officer educational program. To be successful, the candidate must be the senior applicant and must have a minimum of five (5) consecutive years Suppression Branch operational experience as a fire fighter.
- (b) To be eligible for consideration of a promotion as a Suppression Officer, incumbent Prevention Division members who have successfully completed the department Company Officer course requirements must be currently active in the Suppression Branch acting officer pool.

#### **8.4.4 Discretionary Lateral Transfers**

Fire Chief discretionary lateral transfers shall be for the purpose of filling vacancies and shall be for a half (1/2) term period of one year or less.

- (a) Should a posting for a vacant Fire Prevention Branch position remain unfilled and the incumbent not wish to stay the Fire Chief may fill the position by transferring the most junior Suppression Branch officer qualified member into the vacant position for a term of up to one year. Any training, course or other skill upgrades as determined by the promotional protocol will be the responsibility of the Employer.
- (b) Should a posting for a vacant Suppression branch position remain unfilled, the Fire Chief may require a Prevention Branch member to transfer to Suppression, the Employer shall be responsible for providing the junior branch member with either the training required to meet Suppression Branch requirements or provide equivalent training at no cost of time or money to the member.
- (c) Should a posting for a vacant Suppression branch position remain unfilled, the Fire Chief may require a Prevention Branch member to transfer to Suppression, the Employer shall be responsible for providing the junior branch member with either the training required to meet Suppression branch requirements or provide equivalent training at no cost of time or money to the member.

#### **8.4.5 Operational Transfers Acting Fire Prevention Officers**

- (a) There is no requirement to back-fill Prevention Branch Captains away from their respective work sites due to fulfilling their normal day-to-day duties as assigned by the Fire Chief.
- (b) The Chief Fire Prevention Officer and Prevention Branch Captain positions filled by Suppression members will not be back-filled when vacant due to vacation or illness.

**8.4.6 Transfers to Training Branch**

- (a) Training Officer Positions shall be a two-year lateral transfer term with another two-year term as an option, upon mutual agreement between the Employee and the Fire Chief. Should the second term not be agreed upon, the positions must be posted for renewal at the expiration of each term.
- (b) Successful applicants for transfer to the Training Officer position shall be the senior suppression branch qualified officer with a minimum of 5 years' experience in suppression and will be subject to a six-month probationary period.
- (c) All members who have completed a lateral transfer to Training Branch will be required to complete two years in the Suppression branch, prior to being eligible for a subsequent lateral transfer to the Training Branch.
- (d) Applicants to the position of Training Officer must complete the required courses as determined by the promotional protocol before the end of their probation period. The senior applicant will be provided the necessary course should they not already have it. Successful completion is required to remain in the position.
- (e) Once Suppression Branch members have completed their lateral transfer term within the Training Branch, they will be permitted to return to the Suppression Branch in a rank equal to or higher than the rank they left, up to the rank of Captain. It is acknowledged that such a move may displace Suppression Officers that had been promoted to back fill the position left vacant as a result of the original transfer to Training.
- (f) Should a posting for a vacant Training Branch position remain unfilled and the incumbent not wish to stay the Fire Chief may fill the position by transferring the most junior Suppression Branch officer qualified member into the vacant position for a half (1/2) term period of up to one year. Any training, course or other skill upgrades as determined by the promotional protocol will be the responsibility of the Employer.

**8.5 Promotional Protocols**

In making promotions of employees covered by this Agreement, regardless of rank, same shall be based upon seniority consistent with ability provided that such promotion shall be subject to Article 8.4 of this Agreement.

It is agreed that the intent of an Officer/Promotional Development Program is for the program to remain current, and provide Surrey Fire Service Officers/Supervisors with the knowledge, skills and ability to function at a high level while working in the capacity of an officer/supervisor as determined by the Collective Agreement.

It is understood that with respect to all courses the employer may seek to provide equivalent and or alternative programs or courses as appropriate.

All employees enrolled in courses under the terms of this agreement shall sign a release form under the Freedom of Information and Privacy Act to authorize the educational institution to release pass or fail results and course status to the Fire Chief or designate and the Secretary of the Union.

It is agreed that, regardless of whether or not bargaining is in progress at the time, future agreed to amendments in the program will revise the Collective Agreement. This will include the development of the role of a Prevention Officer or other new officer positions as determined by the ongoing discussions of prevention re-organization, or fire service review.

All promotions shall be subject to the final approval of the City Council or the City Manager.

Sufficient number of senior candidates selected by seniority will be allowed to participate to ensure an adequate number of qualified persons for future promotion and relieving duties.

An individual candidate will have three (3) opportunities to qualify as Officers/Supervisors. For purposes of this section, an opportunity is defined as the process of signing up and failing to pass an Officers/Supervisors examination. The Fire Chief shall have the right to make an exception if reasonable circumstances warrant it. Candidates, after qualifying for promotion, will be promoted according to their seniority as set out in the Seniority List of the Surrey Fire Service. When a candidate fails to qualify on the first writing but does qualify in subsequent exams, seniority for promotion shall be determined by the following formula. The amount of elapsed time from when the candidate failed to qualify, to the time they subsequently became qualified, will be the same amount of time that it takes to get dovetailed back into their rightful seniority spot, up to a maximum of 5 years.

Earlier enrolments into the diploma or an equivalent program will not have qualifications recognized for promotion until his/her opportunity by seniority would naturally occur.

**Duration of Agreement** - This Agreement shall be in full force and effect until mutually agreed by both parties to amend.

#### **8.5.1 Suppression Branch Promotions**

The Union and the Employer agree to develop a more efficient and robust Captain and Battalion Chief officer programs. Until agreement is reached on any changes to the officer programs the following shall be in effect:

In the event that the Fire Academy is unable to provide, or make available the Fire Officer Level 1 or Level 2 Programs as outlined in this Agreement, the promotional procedure will revert back to a mutually agreed to in house program provided by the Surrey Fire Department or adopt another program, which has equivalency to the NFPA 1021 Standard

- (a) **Curriculum** - It is agreed that the Fire Officer Level 1 Program offered by the Justice Institute of British Columbia, Fire Academy, shall be the curriculum of Surrey Fire Department officer's course, for promotion to the ranks of Captain. Members qualifying under the previous officer courses will retain their officer status and will be granted equivalency to the Fire Officer Level 1 Program under the Certificate entry stream. It is agreed that the Fire Officer Level 2 Program offered by the Justice Institute of British Columbia, Fire Academy, shall be the curriculum of Surrey Fire Department officer's course, for promotion to the rank of Battalion Chief.
- (b) **Eligibility** - The opportunity to enrol in Fire Officer Level 1 and Level 2 Programs will be posted as per Article 8.4 (a). The most senior applicants shall be accepted for enrolment. The Fire Chief will determine number of candidates.

- (c) **Study Time** - Surrey Fire Department officers will be directed to permit candidates a reasonable amount of study time while on duty: keeping in mind the normal on-duty workload. The in-hall computer will be available for completing course work and utilizing electronic mail.
- (d) **Program Format** – Fire Officer Level 1 - Shall be the structure and content of the current Fire Officer Level 1 program through the Justice Institute of BC Fire Academy.
- Fire Officer Level 1 – Classroom modules, written exams and practical exam,
  - Course fees and required textbooks will be paid for by the City.
  - The Department will release candidates from day shifts that conflict directly with scheduled class days. The Department will release candidates from night shifts if an assessment or examination is to be conducted the following day.
  - Mandatory elements of the course will be all written exams, practical exams and Dangerous Goods (HazMat) Ops level 1, to be paid at a rate of time and one half (1 1/2) if off duty.
  - Except where expressly provided attendance to the Fire Academy Programs for the purpose of promotion are considered non-mandatory and overtime rates will not be paid.

(e) **Surrey Fire Department Content**

- Dangerous Goods – Operations Level (SFD)
- Fire Service Leadership book reading and assignment day
- IC Live Fire
- 3 days of Surrey content
- Other elements as mutually agreed upon

These elements of the program will be administered through the Surrey Fire Department. Successful completion is required and overtime rates will apply if applicable.

(f) **Course Requirements – Fire Officer Level 1**

- i. Candidates must successfully complete the Fire Officer level 1 Program as administered by the Justice Institute of British Columbia Fire Academy.
- ii. Candidates must successfully complete Surrey Fire Department content.

(g) **Program Format – Fire Officer Level 2**

- i. Battalion Chief positions will be filled according to seniority subject to the following requirement.
- ii. All candidates will be required to successfully complete Command Officer or Fire Officer Level 2 Programs of the Justice Institute of British Columbia Fire Academy.
- iii. All candidates will retain their rightful seniority position for acting time and promotions, upon completion of Command Officer or Fire Officer Level 2 Programs.
- iv. The City will pay for course fees and required textbooks.

- v. Candidates wishing to enter the acting pool will do so based on seniority subject to the qualifications as above. A posting will go out when pool vacancies occur. The Department will release candidates from day shifts that conflict directly with scheduled class days. The Department will release candidates from night shifts if an assessment or examination is to be conducted the following day.
  - vi. Except where expressly provided, attendance to the Fire Academy Programs are considered non-mandatory and overtime rates will not be paid.
  - vii. Upon completion of the FO2 program, candidates will participate in an assessment for the purpose of providing feedback in regards to their supervisory skills. The employer will provide the assessment; it is not pass or fail and is intended as a tool to provide the employer and employee with potential succession planning information.
  - viii. All candidates will be required to complete the assigned passport prior to being eligible for acting.
- (h) Promoted candidates shall receive the rate of pay for the rank to which they are promoted commencing from the date of their promotion. Positions filled will be according to seniority and subject to qualifications.
- (i) All promotions shall be subject to a six (6) months' probationary period during which time the promoted candidate shall prove to the satisfaction of the Fire Chief that they can satisfactorily perform the duties of the rank to which they have been promoted. Should a candidate's performance prove unsatisfactory, they shall revert to their former rank and rate of pay immediately prior to their promotion. Seniority will still prevail for subsequent promotions.
- (j) Any candidate who is unable to participate in the examination at the time and place as set out in the notice of examination, because of sickness or illness, or extenuating circumstances shall receive every reasonable opportunity to compete at a later date. A candidate unable to participate as per this sub-section shall present a doctor's certificate authenticating sickness or illness, prior to being permitted to participate at a later date, not to exceed ninety (90) days on his return to work. The candidate will suffer no loss of seniority for acting time or promotion.
- (k) Members of the City volunteer fire department are not eligible for the promotional procedures.

### **8.5.2 Prevention Branch Promotions**

(a) Fire Prevention Captains in the Prevention Branch

These positions will be filled with qualified Suppression Branch personnel. Applicants to the position of Prevention Branch Captain must complete required courses before the end of their probation period. The senior applicant will be provided the necessary course should they not already have it. Successful completion is required to remain in the position.

(b) Course Requirements – Fire Prevention Officer

Candidates must successfully complete a Fire Prevention course that has been mutually agreed upon by Local 1271 and the Fire Chief as soon as reasonably possible upon filling the position of Prevention Captain.

Candidates must successfully complete a Fire Investigator course upon the completion of their second year if they have chosen to hold the position for the optional two years.

**8.5.3 Training Branch Promotions**

- (a) Training Officer in the Training Branch. This position will be filled by a suppression branch member with a minimum of 8 years completed experience. Applicants to the position of Training Officer must complete required courses before the end of their probation period. The senior applicant will be provided the necessary courses should they not already have them. Successful completion is required to remain in the position.
- (b) Course Requirements – Training Officer
- i. Candidates must successfully complete the Fire Service Instructor 1 and 2 Course's as administered by the Justice Institute of British Columbia Fire Academy.
  - ii. Fire Officer Level 1 or equivalent

**8.5.4 Dispatch Supervisor Promotions**

The initial screening and selection of dispatch supervisors will be based on an evaluation process provided by an objective 3<sup>rd</sup> party. The union and city will provide the professional with a list of potential duties and skills in which to base the evaluation. The purpose of the initial selection process is to identify and develop qualifications for the future promotional protocols. There will be a 50/50 responsibility for promotional course time. Qualifications will be determined by mutual agreement. Future opportunities for promotion will be based on seniority subject to qualifications

**8.5.5 Emergency Vehicle Technician Classifications**

Reference NFPA 1071-6 Chapter 3, 3.3.10 Emergency Vehicle Technician (EVT) for Classifications

- EVT I   Apprentice  
 EVT II   All Licensed Mechanics  
 EVT III   Head Mechanic

**8.6 Layoff**

- (a) Definition:  
 A layoff is an involuntary cessation of employment due to lack of work, lack of funding, a reduction of or discontinuation of a service or services, or a change in work procedures, any of which diminishes the total number of employees required to operate the department.
- (b) Notice of Layoff:  
 All regular full-time employees shall receive at least thirty (30) calendar days' notice of layoff, or pay in lieu of notice.
- (c) Layoff Procedure:  
 Employees shall be laid off in reverse order of seniority by rank/classification within Division.

For the purposes of layoff, an employee's rank/classification includes his/her status as a full-time or part-time employee. Accordingly, full-time and part-time employees shall be laid off and recalled



separately. For greater clarity, the discontinuation of a full-time position shall not necessarily result in the layoff of a part-time employee, and vice versa.

(d) Demotions Due to Layoff

In cases where a demotion is required due to a reduction in staff, the junior employee in the rank/classification within the Division shall be demoted, provided he/she is qualified for and can competently perform the duties of the position to which he/she is demoted. A demoted employee shall receive the rate of pay set out for the position from the date of the demotion.

(e) Seniority

Seniority shall be maintained but shall not accrue during the layoff period.

(f) Benefits during Layoff

Benefits coverage will cease upon layoff, with the exception of basic medical coverage (MSP), which will continue until the end of the calendar month in which the layoff occurs.

### **8.7 Transfers Outside the Bargaining Unit**

Any bargaining unit employee, who is appointed by the City to a position outside of the bargaining unit, shall continue to accrue seniority for a period of one (1) year after the date of appointment to a non-bargaining unit position.

It is understood that seniority retention as referred to in #1 above shall apply strictly for the purpose of returning to the bargaining unit.

In the event that a non-bargaining unit employee and the City mutually agree to revert, the following conditions shall apply:

- (a) the employee shall be reverted to a vacant position not below his previous rank for which he/she is eligible to hold by right of seniority. In no circumstances shall an employee be bumped from an appointed position.
- (b) the employee shall have the required qualifications to hold the assigned rank.
- (c) the employee shall assume all terms and conditions of employment including benefits and entitlements under the Collective Agreement according to accrued seniority.
- (d) the reversion shall not result in the layoff, demotion or displacement of any bargaining unit employee.

It is understood that the provisions set forth above shall also apply to all non-bargaining unit employees existing as of the date of signature to this agreement.

It is further understood the City and the Association may amend the provisions set forth above by mutual agreement based on the circumstances of each case.

**8.8 Recall**

Separate recall lists shall be established for full and part-time employees. Part-time employees shall not be recalled to full-time positions. Full-time employees shall not be recalled to part-time positions, unless they provide written notification to the Fire Chief of their willingness to be recalled to a part-time position. However, full-time employees on layoff may accept part-time work on an interim basis while waiting for recall to a full-time position; the offer of such part-time work shall not constitute recall and shall not affect the employee's recall rights. Laid off employees shall be eligible for recall for a maximum period of twelve (12) calendar months from the date of layoff. Seniority shall be maintained but shall not accrue during layoff.

Employees will be recalled to positions in order of seniority, subject to the following:

- the employee is qualified and able to competently perform the duties of the position upon recall
- the position is at an equivalent or lower level than the position from which he/she was laid off
- employees will be recalled first to positions in their Division and second to positions in other Divisions within the Department

An employee who refuses recall forfeits all seniority and recall rights and shall be terminated from employment.

An employee who is not recalled within twelve (12) months from the date of layoff shall be terminated from employment.

Notice of recall shall normally be made by telephone. If the Department is unable to contact the employee, notice of recall shall be delivered to the employee's last known address, with a copy to the Union. If the employee fails to respond to notice of recall within seventy-two (72) hours of delivery, he/she shall be deemed to have refused recall.

An employee who does not report for work within two (2) calendar weeks of acceptance of recall shall be deemed to have abandoned his/her position and shall forfeit all seniority and recall rights and shall be terminated from employment.

It is the responsibility of the employee on recall to keep the Department informed of a current address and telephone number where the employee may be contacted directly.

An employee who is recalled to a position other than the position from which he/she was laid off shall be on a six (6) month trial period. If the employee proves unsatisfactory during the trial period or is unable to perform the duties of the position, he/she shall be returned to the recall list for the balance of his/her recall period.

The recall rights of an employee, who is recalled and successfully completes the trial period, if applicable, are exhausted insofar as that layoff. This shall not affect the employee's rights during any other subsequent period of layoff.

**8.9 Loss of Seniority**

An employee will lose all seniority in the following circumstances:

- if he/she resigns or retires;
- if he/she is discharged for just cause;
- if he/she abandons his/her employment, by being absent without leave for a period in excess of three (3) consecutive working days without justification found reasonable by the Fire Chief, or otherwise;
- if he/she is laid off for a period exceeding twelve (12) calendar months,
- if he/she refuses recall in accordance with Article 8.8.

## ARTICLE 9

### SALARIES AND WAGE BENEFITS

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The schedules of classification and salaries for all employees covered by this Agreement shall be as listed on Schedule "A", Salaries & Wage Benefits.

#### **9.1 Relief of Higher Rank**

All employees covered by the terms of this Agreement who are temporarily required to assume the duties and responsibilities of an employee of higher rank, shall be paid the rate of pay of the higher rank, for the period so employed, provided that the Fire Chief has approved or authorized the employee to assume the duties of the higher rank.

Suppression Branch employees who act in the position of Company Officer will receive the acting Captain rate of pay.

#### **9.2 Shift Extension**

Shift extension is used for the purpose of providing a smooth transition of crews who are engaged in an emergency at shift change. All such overtime shall be paid out in cash payment. Overtime rates apply for time worked in excess of 30 minutes beyond the regular or designated duty shift. A minimum amount of one (1) hour will be credited regardless if the amount of time worked is less than one (1) hour but more than 30 minutes for shift change.

Shift extension when responses are out of jurisdiction will be paid at the rate of double time.

With the mutual agreement of the parties, shift extension may be used to provide coverage for reasons other than emergencies.

#### **9.3 Overtime**

Overtime shall be defined as time worked in excess of the employee's daily shift period, including time worked prior to the normal commencement of the employee's regular shift and/or after the completion of the employee's regular shift.

With the exception of overtime for the purposes of shift extension in the Suppression Division, overtime shall apply equally to employees working in their Divisions. Such overtime shall be paid out in cash payment.

#### **9.4 Replacement Staffing**

When a WCB or Non Occupational Illness or injury creates a staffing vacancy on an approved apparatus the Employer shall fill the position(s) with staff at the special rate of straight time provided that there is not an opportunity to reassign a staff member on other assignments to fill the vacancy.

Straight Time staffing shall not be utilized for the purpose of supplementing staffing above approved levels or to back-fill shortages caused by reasons other than WCB and Non Occupational Illness and injury or to back-fill partial shifts.

When replacement staffing is utilized to fill this type of vacancy it will be compensated on a "shift is a shift" basis of twelve (12) hours.

In the event that part way through a shift the need to fill a vacancy through straight time staffing is no longer required, compensation will be at the rate of time and one half (1 1/2) for the period worked with a minimum of three (3) hours to be paid. In this case the employee's position on both the call-back and replacement staffing list will not be changed. In the event that the replacement staffing shift is cancelled prior to the start of the shift and after the firefighter is in the work place compensation will be for two (2) hours at time and one half (1 1/2).

Straight Time staffing is non-mandatory on the part of the member.

#### **9.5 Call-Out and Coverage**

It is agreed that the rate of pay for work performed during Call-Out as a result of an emergency shall be at double the employee's regular rate of pay, with a minimum of three (3) hours to be paid regardless of the amount of the time actually worked. Such Call-Out shall be paid out in cash payment. Call-Out refers to a response to an emergency and shall mean when an employee is called from his or her place of residence to work, but not from work to residence. Payment will be a maximum time of one-half hour (1/2) for response time.

All other pre-scheduled overtime opportunities are referred to as "coverage calls" and include such situations as non-structural fires (such as peat, grass and small bush fires), Station coverage due to training and dispatch relief and for relieving those who are required to respond to a Haz-Mat call-out. "Coverage calls" shall be paid at the special rate of time and one half (1-1/2).

#### **9.6 Payment for Partial Shifts and Banked Time**

- (a) Banked Time period will be based on a Calendar Year of January through December.
- (b) Where staffing rules permit, the City encourages employees to take their banked overtime hours off within the year earned in accordance with the mutually determined vacation allotment rules. Where this is not possible. Banked Time accumulated in the preceding year will be paid out as soon as possible in the following year.
- (c) The rate of pay for Banked Time, whether paid out or taken as time off, will be at the employee's rate of pay at the time it is taken off or paid out.

#### **9.7 Part-Time Dispatcher / Clerical / Support Employee**

A part-time employee shall be defined as a person who is employed for less than the normal work week for that position.

Part-time employees shall receive an eight percent (8%) cash settlement on their pay cheque to cover medical, sick leave benefits, group life and miscellaneous benefits. Part-time employees who accumulate one thousand (1,000) hours shall receive a twelve percent (12%) cash settlement in lieu of above benefits. Progression through pay and vacation increments will be based on accumulated hours. Vacation increment adjustments may be taken in cash or time off. Statutory holiday benefits shall be in accordance with the Employment Standards.

**9.8 Instructors Pay**

On duty instructors will receive a 22% increase in pay. For the purpose of Instructor's pay, on duty instructors must be working on behalf of the training branch and have prior approval. On duty instructors will receive premium pay (IWD) as outlined below:

**Suppression and Dispatch**

Employees providing 4 hours or less of instruction time will receive the premium pay for 6 hours. Employees providing more than 4 hours of instruction while on duty will receive the premium pay for a full shift (12 hours).

**Mechanical**

Employees providing 3 hours or less of instruction time will receive the premium pay for 4 hours. Employees providing more than 3 hours of instruction while on duty will receive the premium pay for a full shift (8 hours).

**9.9 Pager Pay**

All off duty employees as determined by mutual agreement who are required to wear a pager for the purpose of responding to the needs of the Fire Service, shall be remunerated at the rate of \$1.00 per off duty hour and ensure they are available.

**9.10 Professional Fees**

The employer shall pay all existing licensing, professional fees and other certificate costs for any employee who is required by the Employer to hold such licensing, certificate or membership to an association or organization, other than Union dues or Union affiliations.

The employer agrees to pay the cost of a medical where required by the employer, or licensing agency where license or certification is a requirement of employment. Further the Employer agrees to pay all associated costs in regards to vaccinations and other medical precautions for the protections of the employees covered in this agreement, where such medical precautions are reasonably associated with exposure in the workplace.

## **ARTICLE 10 HOURS OF WORK**

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### **10.1 Suppression Branch**

The regular hours of work for all Suppression Division employees covered by this Agreement shall average not more than forty-two (42) hours per week and shall be two (10 hour) day shifts followed by two (14 hour) night shifts followed by 96 hours off. It is agreed that the term duty shift shall be based on an average of twelve (12) hours per day.

### **10.2 Prevention Branch**

The hours of work for the Prevention Branch will be 35 hours per week.

Prevention Branch Captain positions will be any continuous 8 3/4 hour period per day, 4 days per week.

A Fire Prevention staff member designated to carry out public education duties of the Fire Department shall work a flexible work week including evenings and/or weekends as approved by the Fire Chief.

### **10.3 Training Branch**

The hours of work for the Fire Department Training Officer shall be thirty-seven and one-half (37-1/2) hours per week.

### **10.4 Maintenance Division**

The hours of work for Fire Department EVT's shall be any continuous eight (8) hour period between 7:00 a.m. and 6:00 p.m., forty (40) hours per week; one-half (1/2) hour lunch break; and, based on mutual agreement between the Fire Chief and the employee, a minimum of twenty-four (24) hours' notice shall be given for change of shift.

Effective January, 1, 1994, on the basis of mutual agreement between the Fire Chief and the union, employees may be permitted to work a rotating schedule of four (4) consecutive days, with each day a continuous ten (10) hour period, provided their work schedule is expanded to include hours between 6:00 a.m. to 6:00 p.m., Monday to Saturday.

It is agreed that acting time benefits will apply only when the EVT III is on approved leave.

### **10.5 Flexible Hours – Prevention Branch and Maintenance Divisions**

If mutually agreed, flexible or rearranged hours will be instituted on a trial basis for Prevention Branch and the Mechanics Division employees.

### **10.6 Communication Division**

The hours of work for Fire Department Communication Division shall be forty-two (42) hours per week.

The hours of work may be altered to provide an overlap of start times as determined by the Employer.

**10.7 Support Services Division**

The hours of work for the Support Services division shall be thirty-five (35) hours per week. Support Division employees shall have the option of banking any approved overtime during the calendar year up to the equivalent hours of the Christmas break shutdown.

**10.8 56 Day Cycle**

All cross shift transfers will conform to the 56 day cycle with the start date of January 1<sup>st</sup>, 2005.

**10.9 Definition of Duty Shift & Work Week**

<u>Division/Branch</u>	<u>Duty Shift</u>	<u>Work Week</u>
Fire Suppression	Average of 12 hours	Average of 42 hours
Training	9.4 hours	37.5 hours
Prevention – 5 day week	7 hours	35 hours
Prevention – 4 day week	8.75 hours	35 hours
Communication	Average of 12 hours	Average of 42 hours
Maintenance	8 hours or 10 hours	40 hours 40 hours
Support Staff – 5 day week	7 hours	35 hours



**ARTICLE 11**  
**FIRE DEPARTMENT**  
**EMERGENCY VEHICLE TECHNICIAN**

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It is agreed that the position of Fire Department Emergency Vehicle Technicians (EVT) will be subject to the terms and conditions as specified in this Agreement. The following additional provisions apply to the Fire Department Emergency Vehicle Technicians:

- Time off at the rate of time and one-half (1-1/2) will be paid out for any overtime worked.
- The City will supply only necessary specialty tools.
- The City will provide twelve thousand dollars (\$12,000.00) tool insurance.
- EVT's will be provided with a tool allowance of \$1,000.00 annually, to repair or replace lost and/or broken tools.

**ARTICLE 12  
TERM OF AGREEMENT**

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This Agreement shall be for an eight (8) year period from and including January 1, 2012 to December 31, 2019, and from year to year thereafter subject to the right of either party to the Agreement, within four months immediately preceding the date of the expiry of this Agreement (December 31, 2019) or immediately preceding the last day of December in any year thereafter, by written notice, to require the other party to the Agreement to commence collective bargaining.

Should either party give written notice aforesaid, this Agreement shall thereafter continue in full force and effect and neither party shall make any change in the terms of the said Agreement or increase or decrease the rate of pay of any employee for whom collective bargaining is being conducted or alter any other term or condition of employment until the parties shall conclude a renewal or revisions of this Agreement or enter into a new Collective Agreement.

The operation of Section 66(2) of the Labour Relations Code of B.C. is hereby excluded.

**APPROVED AND ADOPTED BY THE  
CITY OF SURREY**

**APPROVED AND ADOPTED BY THE  
SURREY FIREFIGHTERS' ASSOCIATION, LOCAL  
1271**

This \_\_\_\_\_ day of \_\_\_\_\_, 2014

This \_\_\_\_\_ day of \_\_\_\_\_, 2014

\_\_\_\_\_  
Fire Chief

\_\_\_\_\_  
President

\_\_\_\_\_  
Manager of Human Resources

\_\_\_\_\_  
Secretary

**A. SUPPRESSION**

7 Shifts bi-weekly @ 12 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Firefighter</b>				
1st 6 months	\$ 4,850.80	\$ 2,238.83	\$ 319.83	\$ 26.653
2nd 6 months	\$ 5,197.19	\$ 2,398.70	\$ 342.67	\$ 28.556
2nd year	\$ 5,543.56	\$ 2,558.56	\$ 365.51	\$ 30.459
3rd year	\$ 6,236.32	\$ 2,878.30	\$ 411.19	\$ 34.265
4th year	\$ 6,929.07	\$ 3,198.03	\$ 456.86	\$ 38.072
10th year	\$ 7,068.89	\$ 3,262.56	\$ 466.08	\$ 38.840
15th year	\$ 7,344.81	\$ 3,389.91	\$ 484.27	\$ 40.356
<b>Acting Officer</b>	\$ 7,994.91	\$ 3,689.96	\$ 527.14	\$ 43.928
<b>Captain</b>	\$ 8,622.80	\$ 3,979.75	\$ 568.54	\$ 47.378
<b>Battalion Chief</b>	\$ 9,896.44	\$ 4,567.59	\$ 652.51	\$ 54.376

8 Shifts bi-weekly @ 9.375 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
<b>Training Officer</b>	\$ 8,622.80	\$ 3,979.75	\$ 497.47	\$ 53.063

**B. PREVENTION**

8 Shifts bi-weekly @ 8.75 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Fire Inspector - 4 day week</b>				
1st 6 months	\$ 4,850.80	\$ 2,238.83	\$ 279.85	\$ 31.983
2nd 6 months	\$ 5,197.19	\$ 2,398.70	\$ 299.84	\$ 34.267
2nd year	\$ 5,543.56	\$ 2,558.56	\$ 319.82	\$ 36.551
3rd year	\$ 6,236.32	\$ 2,878.30	\$ 359.79	\$ 41.119
4th year	\$ 6,929.07	\$ 3,198.03	\$ 399.75	\$ 45.686
10th year	\$ 7,068.89	\$ 3,262.56	\$ 407.82	\$ 46.608
15th year	\$ 7,344.81	\$ 3,389.91	\$ 423.74	\$ 48.427
<b>Captain</b>	\$ 8,622.80	\$ 3,979.75	\$ 497.47	\$ 56.854

10 Shifts bi-weekly @ 7.5 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
<b>Fire Inspector - 5 day week</b>				
1st 6 months	\$ 4,850.80	\$ 2,238.83	\$ 223.88	\$ 29.851
2nd 6 months	\$ 5,197.19	\$ 2,398.70	\$ 239.87	\$ 31.983
2nd year	\$ 5,543.56	\$ 2,558.56	\$ 255.86	\$ 34.114
3rd year	\$ 6,236.32	\$ 2,878.30	\$ 287.83	\$ 38.377
4th year	\$ 6,929.07	\$ 3,198.03	\$ 319.80	\$ 42.640
10th year	\$ 7,068.89	\$ 3,262.56	\$ 326.26	\$ 43.501
15th year	\$ 7,344.81	\$ 3,389.91	\$ 338.99	\$ 45.199
<b>Captain</b>	\$ 8,622.80	\$ 3,979.75	\$ 397.98	\$ 53.063

10 Shifts bi-weekly @ 7 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Chief Fire Prevention Officer</b>	\$ 9,896.44	\$ 4,567.59	\$ 456.76	\$ 65.251

**C. COMMUNICATION**

7 Shifts bi-weekly @ 12 hours per shift				
	Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Radio Operator</b>				
1st 6 months	\$ 4,760.29	\$ 2,197.06	\$ 313.87	\$ 26.155
2nd 6 months	\$ 4,892.11	\$ 2,257.90	\$ 322.56	\$ 26.880
2nd year	\$ 5,242.12	\$ 2,419.44	\$ 345.63	\$ 28.803
3rd year	\$ 6,158.69	\$ 2,842.47	\$ 406.07	\$ 33.839
4th year	\$ 6,844.57	\$ 3,159.03	\$ 451.29	\$ 37.608
10th year	\$ 6,981.46	\$ 3,222.21	\$ 460.32	\$ 38.360
15th year	\$ 7,255.24	\$ 3,348.57	\$ 478.37	\$ 39.864
<b>Disp Supervisor</b>	\$ 7,819.24	\$ 3,608.88	\$ 515.55	\$ 42.963

**D. MAINTENANCE**

		10 Shifts bi-weekly @ 8 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/40 Hr Week
<b>Apprentice Mechanic</b>					
	1st 6 months	\$ 4,304.48	\$ 1,986.68	\$ 198.67	\$ 24.834
	2nd 6 months	\$ 4,495.50	\$ 2,074.85	\$ 207.48	\$ 25.936
	3rd 6 months	\$ 4,694.39	\$ 2,166.64	\$ 216.66	\$ 27.083
	4th 6 months	\$ 4,971.66	\$ 2,294.61	\$ 229.46	\$ 28.683
	5th 6 months	\$ 5,296.63	\$ 2,444.60	\$ 244.46	\$ 30.557
	6th 6 months	\$ 5,568.21	\$ 2,569.94	\$ 256.99	\$ 32.124
	7th 6 months	\$ 5,958.22	\$ 2,749.95	\$ 274.99	\$ 34.374
	8th 6 months	\$ 6,286.25	\$ 2,901.35	\$ 290.13	\$ 36.267
<b>EVT I</b>		\$ 6,947.59	\$ 3,206.58	\$ 320.66	\$ 40.082
	10th year	\$ 7,086.60	\$ 3,270.74	\$ 327.07	\$ 40.884
	15th year	\$ 7,364.45	\$ 3,398.98	\$ 339.90	\$ 42.487
<b>EVT II</b>		\$ 7,912.10	\$ 3,651.74	\$ 365.17	\$ 45.647

**E. SUPPORT SERVICES**

		10 Shifts bi-weekly @ 7 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Clerk Typist Trainee</b>					
	1st 6 months	\$ 3,023.04	\$ 1,395.25	\$ 139.52	\$ 19.932
	2nd 6 months	\$ 3,220.97	\$ 1,486.60	\$ 148.66	\$ 21.237
<b>Clerk Typist 2</b>					
	1st 6 months	\$ 3,664.48	\$ 1,691.30	\$ 169.13	\$ 24.161
	2nd 6 months	\$ 3,705.48	\$ 1,710.22	\$ 171.02	\$ 24.432
	1.5 years (18 months)	\$ 3,814.67	\$ 1,760.62	\$ 176.06	\$ 25.152
	2.5 years (30 months)	\$ 3,906.73	\$ 1,803.10	\$ 180.31	\$ 25.759
<b>Clerk Typist 3</b>					
	1st 6 months	\$ 3,906.73	\$ 1,803.10	\$ 180.31	\$ 25.759
	2nd 6 months	\$ 3,985.22	\$ 1,839.33	\$ 183.93	\$ 26.276
	1.5 years (18 months)	\$ 4,108.04	\$ 1,896.02	\$ 189.60	\$ 27.086
	2.5 years (30 months)	\$ 4,316.16	\$ 1,992.07	\$ 199.21	\$ 28.458
<b>Clerk Typist 3A</b>					
		\$ 4,532.01	\$ 2,091.70	\$ 209.17	\$ 29.881
<b>Computer Specialist</b>					
	1st 6 months	\$ 7,276.58	\$ 3,358.42	\$ 335.84	\$ 47.977
	2nd 6 months	\$ 7,612.75	\$ 3,513.58	\$ 351.36	\$ 50.194
	2nd year	\$ 7,888.05	\$ 3,640.64	\$ 364.06	\$ 52.009
<b>Computer Support Specialist</b>					
	1st 6 months	\$ 6,548.92	\$ 3,022.58	\$ 302.26	\$ 43.180
	2nd 6 months	\$ 6,851.47	\$ 3,162.22	\$ 316.22	\$ 45.175
	2nd year	\$ 7,099.26	\$ 3,276.58	\$ 327.66	\$ 46.808
<b>Communication Technician</b>					
	1st 6 months	\$ 5,032.72	\$ 2,322.79	\$ 232.28	\$ 33.183
	2nd 6 months	\$ 5,271.53	\$ 2,433.01	\$ 243.30	\$ 34.757
	2nd year	\$ 5,414.89	\$ 2,499.18	\$ 249.92	\$ 35.703
	3rd year	\$ 5,551.34	\$ 2,562.16	\$ 256.22	\$ 36.602
	4th year	\$ 5,828.91	\$ 2,690.27	\$ 269.03	\$ 38.432

**A. SUPPRESSION**

		7 Shifts bi-weekly @ 12 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Firefighter</b>	1st 6 months	\$ 4,972.07	\$ 2,294.80	\$ 327.83	\$ 27.319
	2nd 6 months	\$ 5,327.12	\$ 2,458.67	\$ 351.24	\$ 29.270
	2nd year	\$ 5,682.14	\$ 2,622.53	\$ 374.65	\$ 31.221
	3rd year	\$ 6,392.23	\$ 2,950.26	\$ 421.47	\$ 35.122
	4th year	\$ 7,102.29	\$ 3,277.98	\$ 468.28	\$ 39.024
	10th year	\$ 7,245.61	\$ 3,344.13	\$ 477.73	\$ 39.811
<b>Acting Officer</b>	15th year	\$ 7,528.43	\$ 3,474.66	\$ 496.38	\$ 41.365
		\$ 8,194.78	\$ 3,782.21	\$ 540.32	\$ 45.026
	<b>Captain</b>	\$ 8,838.37	\$ 4,079.25	\$ 582.75	\$ 48.562
	<b>Battalion Chief</b>	\$ 10,143.85	\$ 4,681.78	\$ 668.83	\$ 55.735

		8 Shifts bi-weekly @ 9.375 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
<b>Training Officer</b>		\$ 8,838.37	\$ 4,079.25	\$ 509.91	\$ 54.390

**B. PREVENTION**

		8 Shifts bi-weekly @ 8.75 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Fire Inspector - 4 day week</b>	1st 6 months	\$ 4,972.07	\$ 2,294.80	\$ 286.85	\$ 32.783
	2nd 6 months	\$ 5,327.12	\$ 2,458.67	\$ 307.33	\$ 35.124
	2nd year	\$ 5,682.14	\$ 2,622.53	\$ 327.82	\$ 37.465
	3rd year	\$ 6,392.23	\$ 2,950.26	\$ 368.78	\$ 42.147
	4th year	\$ 7,102.29	\$ 3,277.98	\$ 409.75	\$ 46.828
	10th year	\$ 7,245.61	\$ 3,344.13	\$ 418.02	\$ 47.773
<b>Captain</b>	15th year	\$ 7,528.43	\$ 3,474.66	\$ 434.33	\$ 49.638
		\$ 8,838.37	\$ 4,079.25	\$ 509.91	\$ 58.275

		10 Shifts bi-weekly @ 7.5 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
<b>Fire Inspector - 5 day week</b>	1st 6 months	\$ 4,972.07	\$ 2,294.80	\$ 229.48	\$ 30.597
	2nd 6 months	\$ 5,327.12	\$ 2,458.67	\$ 245.87	\$ 32.782
	2nd year	\$ 5,682.14	\$ 2,622.53	\$ 262.25	\$ 34.967
	3rd year	\$ 6,392.23	\$ 2,950.26	\$ 295.03	\$ 39.337
	4th year	\$ 7,102.29	\$ 3,277.98	\$ 327.80	\$ 43.706
	10th year	\$ 7,245.61	\$ 3,344.13	\$ 334.41	\$ 44.588
<b>Captain</b>	15th year	\$ 7,528.43	\$ 3,474.66	\$ 347.47	\$ 46.329
		\$ 8,838.37	\$ 4,079.25	\$ 407.92	\$ 54.390

		10 Shifts bi-weekly @ 7 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Chief Fire Prevention Officer</b>		\$ 10,143.85	\$ 4,681.78	\$ 468.18	\$ 66.883

**C. COMMUNICATION**

		7 Shifts bi-weekly @ 12 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Radio Operator</b>	1st 6 months	\$ 4,819.79	\$ 2,224.52	\$ 317.79	\$ 26.482
	2nd 6 months	\$ 4,953.26	\$ 2,286.12	\$ 326.59	\$ 27.216
	2nd year	\$ 5,307.64	\$ 2,449.68	\$ 349.95	\$ 29.163
	3rd year	\$ 6,235.68	\$ 2,878.00	\$ 411.14	\$ 34.262
	4th year	\$ 6,930.12	\$ 3,198.52	\$ 456.93	\$ 38.078
	10th year	\$ 7,068.73	\$ 3,262.49	\$ 466.07	\$ 38.839
<b>Disp Supervisor</b>	15th year	\$ 7,345.93	\$ 3,390.43	\$ 484.35	\$ 40.362
		\$ 7,916.98	\$ 3,653.99	\$ 522.00	\$ 43.500

**D. MAINTENANCE**

		10 Shifts bi-weekly @ 8 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/40 Hr Week
<b>Apprentice Mechanic</b>					
	1st 6 months	\$ 4,412.09	\$ 2,036.35	\$ 203.63	\$ 25.454
	2nd 6 months	\$ 4,607.89	\$ 2,126.72	\$ 212.67	\$ 26.584
	3rd 6 months	\$ 4,811.75	\$ 2,220.81	\$ 222.08	\$ 27.760
	4th 6 months	\$ 5,095.95	\$ 2,351.98	\$ 235.20	\$ 29.400
	5th 6 months	\$ 5,429.04	\$ 2,505.71	\$ 250.57	\$ 31.321
	6th 6 months	\$ 5,707.41	\$ 2,634.19	\$ 263.42	\$ 32.927
	7th 6 months	\$ 6,107.18	\$ 2,818.70	\$ 281.87	\$ 35.234
	8th 6 months	\$ 6,443.41	\$ 2,973.88	\$ 297.39	\$ 37.174
<b>EVT I</b>		\$ 7,121.28	\$ 3,286.75	\$ 328.67	\$ 41.084
	10th year	\$ 7,263.76	\$ 3,352.51	\$ 335.25	\$ 41.906
	15th year	\$ 7,548.56	\$ 3,483.95	\$ 348.39	\$ 43.549
<b>EVT II</b>		\$ 8,109.90	\$ 3,743.03	\$ 374.30	\$ 46.788

**E. SUPPORT SERVICES**

		10 Shifts bi-weekly @ 7 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Clerk Typist Trainee</b>					
	1st 6 months	\$ 3,060.83	\$ 1,412.69	\$ 141.27	\$ 20.181
	2nd 6 months	\$ 3,261.23	\$ 1,505.18	\$ 150.52	\$ 21.503
<b>Clerk Typist 2</b>					
	1st 6 months	\$ 3,710.28	\$ 1,712.44	\$ 171.24	\$ 24.463
	2nd 6 months	\$ 3,751.80	\$ 1,731.60	\$ 173.16	\$ 24.737
	1.5 years (18 months)	\$ 3,862.35	\$ 1,782.62	\$ 178.26	\$ 25.466
	2.5 years (30 months)	\$ 3,955.56	\$ 1,825.64	\$ 182.56	\$ 26.081
<b>Clerk Typist 3</b>					
	1st 6 months	\$ 3,955.56	\$ 1,825.64	\$ 182.56	\$ 26.081
	2nd 6 months	\$ 4,035.04	\$ 1,862.33	\$ 186.23	\$ 26.605
	1.5 years (18 months)	\$ 4,159.39	\$ 1,919.72	\$ 191.97	\$ 27.425
	2.5 years (30 months)	\$ 4,370.11	\$ 2,016.97	\$ 201.70	\$ 28.814
<b>Clerk Typist 3A</b>					
		\$ 4,588.66	\$ 2,117.84	\$ 211.78	\$ 30.255
<b>Computer Specialist</b>					
	1st 6 months	\$ 7,367.53	\$ 3,400.40	\$ 340.04	\$ 48.577
	2nd 6 months	\$ 7,707.91	\$ 3,557.50	\$ 355.75	\$ 50.821
	2nd year	\$ 7,986.65	\$ 3,686.14	\$ 368.61	\$ 52.659
<b>Computer Support Specialist</b>					
	1st 6 months	\$ 6,630.78	\$ 3,060.36	\$ 306.04	\$ 43.719
	2nd 6 months	\$ 6,937.11	\$ 3,201.74	\$ 320.17	\$ 45.739
	2nd year	\$ 7,188.00	\$ 3,317.54	\$ 331.75	\$ 47.393
<b>Communication Technician</b>					
	1st 6 months	\$ 5,095.63	\$ 2,351.83	\$ 235.18	\$ 33.598
	2nd 6 months	\$ 5,337.42	\$ 2,463.43	\$ 246.34	\$ 35.192
	2nd year	\$ 5,482.58	\$ 2,530.42	\$ 253.04	\$ 36.149
	3rd year	\$ 5,620.74	\$ 2,594.19	\$ 259.42	\$ 37.060
	4th year	\$ 5,901.77	\$ 2,723.89	\$ 272.39	\$ 38.913

**A. SUPPRESSION**

		7 Shifts bi-weekly @ 12 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Firefighter</b>					
	1st 6 months	\$ 5,096.38	\$ 2,352.17	\$ 336.02	\$ 28.002
	2nd 6 months	\$ 5,460.30	\$ 2,520.14	\$ 360.02	\$ 30.002
	2nd year	\$ 5,824.20	\$ 2,688.09	\$ 384.01	\$ 32.001
	3rd year	\$ 6,552.03	\$ 3,024.01	\$ 432.00	\$ 36.000
	4th year	\$ 7,279.85	\$ 3,359.93	\$ 479.99	\$ 39.999
	10th year to Sept 5	\$ 7,426.75	\$ 3,427.73	\$ 489.68	\$ 40.806
	10th year Sept 6 103% of 10 yr	\$ 7,498.25	\$ 3,460.73	\$ 494.39	\$ 41.199
	15th year 106% of 4th yr	\$ 7,716.64	\$ 3,561.53	\$ 508.79	\$ 42.399
	<b>Acting Officer to Sept 5</b>	\$ 8,399.65	\$ 3,876.76	\$ 553.82	\$ 46.152
	<b>Acting Officer Sept 6 113% of 10th yr</b>	\$ 8,473.02	\$ 3,910.62	\$ 558.66	\$ 46.555
	<b>Captain to Sept 5</b>	\$ 9,059.33	\$ 4,181.23	\$ 597.32	\$ 49.777
	<b>Captain Sept 6 122% of 10th yr</b>	\$ 9,147.86	\$ 4,222.09	\$ 603.16	\$ 50.263
	<b>Battalion Chief to Sept 5</b>	\$ 10,397.45	\$ 4,798.82	\$ 685.55	\$ 57.129
	<b>Battalion Chief Sept 6 140% of 10th yr</b>	\$ 10,497.54	\$ 4,845.02	\$ 692.15	\$ 57.679

		8 Shifts bi-weekly @ 9.375 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
<b>Training Officer</b>		\$ 9,059.33	\$ 4,181.23	\$ 522.65	\$ 55.750
	<b>Training Officer Sept 6 122% of 10th yr</b>	\$ 9,147.86	\$ 4,222.09	\$ 527.76	\$ 56.295

**B. PREVENTION**

		8 Shifts bi-weekly @ 8.75 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Fire Inspector - 4 day week</b>					
	1st 6 months	\$ 5,096.38	\$ 2,352.17	\$ 294.02	\$ 33.602
	2nd 6 months	\$ 5,460.30	\$ 2,520.14	\$ 315.02	\$ 36.002
	2nd year	\$ 5,824.20	\$ 2,688.09	\$ 336.01	\$ 38.401
	3rd year	\$ 6,552.03	\$ 3,024.01	\$ 378.00	\$ 43.200
	4th year	\$ 7,279.85	\$ 3,359.93	\$ 419.99	\$ 47.999
	10th year	\$ 7,426.75	\$ 3,427.73	\$ 428.47	\$ 48.968
	10th year Sept 6 103% of 10 yr	\$ 7,498.25	\$ 3,460.73	\$ 432.59	\$ 49.439
	15th year	\$ 7,716.64	\$ 3,561.53	\$ 445.19	\$ 50.879
	<b>Captain</b>	\$ 9,059.33	\$ 4,181.23	\$ 522.65	\$ 59.732
	<b>Captain Sept 6 122% of 10th yr</b>	\$ 9,147.86	\$ 4,222.09	\$ 527.76	\$ 60.316

		10 Shifts bi-weekly @ 7.5 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
<b>Fire Inspector - 5 day week</b>					
	1st 6 months	\$ 5,096.38	\$ 2,352.17	\$ 235.22	\$ 31.362
	2nd 6 months	\$ 5,460.30	\$ 2,520.14	\$ 252.01	\$ 33.602
	2nd year	\$ 5,824.20	\$ 2,688.09	\$ 268.81	\$ 35.841
	3rd year	\$ 6,552.03	\$ 3,024.01	\$ 302.40	\$ 40.320
	4th year	\$ 7,279.85	\$ 3,359.93	\$ 335.99	\$ 44.799
	10th year	\$ 7,426.75	\$ 3,427.73	\$ 342.77	\$ 45.703
	10th year Sept 6 103% of 10 yr	\$ 7,498.25	\$ 3,460.73	\$ 346.07	\$ 46.143
	15th year	\$ 7,716.64	\$ 3,561.53	\$ 356.15	\$ 47.487
	<b>Captain</b>	\$ 9,059.33	\$ 4,181.23	\$ 418.12	\$ 55.750
	<b>Captain Sept 6 122% of 10th yr</b>	\$ 9,147.86	\$ 4,222.09	\$ 422.21	\$ 56.295

		10 Shifts bi-weekly @ 7 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Chief Fire Prevention Officer</b>		\$ 10,397.45	\$ 4,798.82	\$ 479.88	\$ 68.555

**C. COMMUNICATION**

		7 Shifts bi-weekly @ 12 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Radio Operator</b>					
	1st 6 months	\$ 4,880.04	\$ 2,252.33	\$ 321.76	\$ 26.813
	2nd 6 months	\$ 5,015.18	\$ 2,314.70	\$ 330.67	\$ 27.556
	2nd year	\$ 5,373.99	\$ 2,480.30	\$ 354.33	\$ 29.527
	3rd year	\$ 6,313.62	\$ 2,913.98	\$ 416.28	\$ 34.690
	4th year	\$ 7,016.75	\$ 3,238.50	\$ 462.64	\$ 38.554
	10th year	\$ 7,157.09	\$ 3,303.27	\$ 471.90	\$ 39.325
	15th year	\$ 7,437.75	\$ 3,432.81	\$ 490.40	\$ 40.867
	<b>Disp Supervisor</b>	\$ 8,015.94	\$ 3,699.66	\$ 528.52	\$ 44.044

**D. MAINTENANCE**

Apprentice Mechanic

		10 Shifts bi-weekly @ 8 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/40 Hr Week
1st 6 months		\$ 4,522.39	\$ 2,087.26	\$ 208.73	\$ 26.091
2nd 6 months		\$ 4,723.08	\$ 2,179.89	\$ 217.99	\$ 27.249
3rd 6 months		\$ 4,932.04	\$ 2,276.33	\$ 227.63	\$ 28.454
4th 6 months		\$ 5,223.35	\$ 2,410.78	\$ 241.08	\$ 30.135
5th 6 months		\$ 5,564.77	\$ 2,568.36	\$ 256.84	\$ 32.104
6th 6 months		\$ 5,850.10	\$ 2,700.05	\$ 270.00	\$ 33.751
7th 6 months		\$ 6,259.86	\$ 2,889.17	\$ 288.92	\$ 36.115
8th 6 months		\$ 6,604.49	\$ 3,048.23	\$ 304.82	\$ 38.103
<b>EVT I</b>		\$ 7,299.31	\$ 3,368.91	\$ 336.89	\$ 42.111
	10th year	\$ 7,445.36	\$ 3,436.32	\$ 343.63	\$ 42.954
	15th year	\$ 7,737.27	\$ 3,571.05	\$ 357.10	\$ 44.638
<b>EVT II</b>		\$ 8,312.65	\$ 3,836.61	\$ 383.66	\$ 47.958

**E. SUPPORT SERVICES**

Clerk Typist Trainee

		10 Shifts bi-weekly @ 7 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
1st 6 months		\$ 3,099.09	\$ 1,430.35	\$ 143.03	\$ 20.434
2nd 6 months		\$ 3,301.99	\$ 1,524.00	\$ 152.40	\$ 21.771

Clerk Typist 2

1st 6 months		\$ 3,756.66	\$ 1,733.84	\$ 173.38	\$ 24.769
2nd 6 months		\$ 3,798.70	\$ 1,753.25	\$ 175.32	\$ 25.046
1.5 years (18 months)		\$ 3,910.63	\$ 1,804.91	\$ 180.49	\$ 25.784
2.5 years (30 months)		\$ 4,005.00	\$ 1,848.46	\$ 184.85	\$ 26.407

Clerk Typist 3

1st 6 months		\$ 4,005.00	\$ 1,848.46	\$ 184.85	\$ 26.407
2nd 6 months		\$ 4,085.48	\$ 1,885.60	\$ 188.56	\$ 26.937
1.5 years (18 months)		\$ 4,211.38	\$ 1,943.72	\$ 194.37	\$ 27.767
2.5 years (30 months)		\$ 4,424.74	\$ 2,042.19	\$ 204.22	\$ 29.174

Clerk Typist 3A

Computer Specialist

1st 6 months		\$ 7,459.63	\$ 3,442.91	\$ 344.29	\$ 49.184
2nd 6 months		\$ 7,804.26	\$ 3,601.97	\$ 360.20	\$ 51.457
2nd year		\$ 8,086.48	\$ 3,732.22	\$ 373.22	\$ 53.317

Computer Support Specialist

1st 6 months		\$ 6,713.66	\$ 3,098.61	\$ 309.86	\$ 44.266
2nd 6 months		\$ 7,023.82	\$ 3,241.77	\$ 324.18	\$ 46.311
2nd year		\$ 7,277.85	\$ 3,359.01	\$ 335.90	\$ 47.986

Communication Technician

1st 6 months		\$ 5,159.32	\$ 2,381.23	\$ 238.12	\$ 34.018
2nd 6 months		\$ 5,404.14	\$ 2,494.22	\$ 249.42	\$ 35.632
2nd year		\$ 5,551.11	\$ 2,562.05	\$ 256.21	\$ 36.601
3rd year		\$ 5,690.99	\$ 2,626.61	\$ 262.66	\$ 37.523
4th year		\$ 5,975.54	\$ 2,757.94	\$ 275.79	\$ 39.399



**A. SUPPRESSION**

**Firefighter**

		7 Shifts bi-weekly @ 12 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
1st 6 months		\$ 5,223.79	\$ 2,410.98	\$ 344.43	\$ 28.702
2nd 6 months		\$ 5,596.81	\$ 2,583.14	\$ 369.02	\$ 30.752
2nd year		\$ 5,969.80	\$ 2,755.29	\$ 393.61	\$ 32.801
3rd year		\$ 6,715.83	\$ 3,099.61	\$ 442.80	\$ 36.900
4th year		\$ 7,461.85	\$ 3,443.93	\$ 491.99	\$ 40.999
10th year		\$ 7,685.70	\$ 3,547.25	\$ 506.75	\$ 42.229
15th year		\$ 7,909.56	\$ 3,650.56	\$ 521.51	\$ 43.459
<b>Acting Officer</b>		\$ 8,684.84	\$ 4,008.39	\$ 572.63	\$ 47.719
<b>Captain</b>		\$ 9,376.56	\$ 4,327.64	\$ 618.23	\$ 51.520
<b>Battalion Chief</b>		\$ 10,759.98	\$ 4,966.15	\$ 709.45	\$ 59.121

**Acting Officer**  
**Captain**  
**Battalion Chief**

**Training Officer**

		8 Shifts bi-weekly @ 9.375 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
		\$ 9,376.56	\$ 4,327.64	\$ 540.96	\$ 57.702

**B. PREVENTION**

**Fire Inspector - 4 day week**

		8 Shifts bi-weekly @ 8.75 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
1st 6 months		\$ 5,223.79	\$ 2,410.98	\$ 301.37	\$ 34.443
2nd 6 months		\$ 5,596.81	\$ 2,583.14	\$ 322.89	\$ 36.902
2nd year		\$ 5,969.80	\$ 2,755.29	\$ 344.41	\$ 39.361
3rd year		\$ 6,715.83	\$ 3,099.61	\$ 387.45	\$ 44.280
4th year		\$ 7,461.85	\$ 3,443.93	\$ 430.49	\$ 49.199
10th year		\$ 7,685.70	\$ 3,547.25	\$ 443.41	\$ 50.675
15th year		\$ 7,909.56	\$ 3,650.56	\$ 456.32	\$ 52.151
<b>Captain</b>		\$ 9,376.56	\$ 4,327.64	\$ 540.96	\$ 61.823

**Captain**

**Fire Inspector - 5 day week**

		10 Shifts bi-weekly @ 7.5 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
1st 6 months		\$ 5,223.79	\$ 2,410.98	\$ 241.10	\$ 32.146
2nd 6 months		\$ 5,596.81	\$ 2,583.14	\$ 258.31	\$ 34.442
2nd year		\$ 5,969.80	\$ 2,755.29	\$ 275.53	\$ 36.737
3rd year		\$ 6,715.83	\$ 3,099.61	\$ 309.96	\$ 41.328
4th year		\$ 7,461.85	\$ 3,443.93	\$ 344.39	\$ 45.919
10th year		\$ 7,685.70	\$ 3,547.25	\$ 354.72	\$ 47.297
15th year		\$ 7,909.56	\$ 3,650.56	\$ 365.06	\$ 48.674
<b>Captain</b>		\$ 9,376.56	\$ 4,327.64	\$ 432.76	\$ 57.702

**Captain**

**C. COMMUNICATION**

**Radio Operator**

		7 Shifts bi-weekly @ 12 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
1st 6 months		\$ 4,941.04	\$ 2,280.48	\$ 325.78	\$ 27.149
2nd 6 months		\$ 5,077.87	\$ 2,343.63	\$ 334.80	\$ 27.900
2nd year		\$ 5,441.16	\$ 2,511.31	\$ 358.76	\$ 29.897
3rd year		\$ 6,392.54	\$ 2,950.40	\$ 421.49	\$ 35.124
4th year		\$ 7,104.46	\$ 3,278.98	\$ 468.43	\$ 39.035
10th year		\$ 7,246.55	\$ 3,344.56	\$ 477.79	\$ 39.816
15th year		\$ 7,530.73	\$ 3,475.72	\$ 496.53	\$ 41.378
<b>Disp Supervisor</b>		\$ 8,116.14	\$ 3,745.91	\$ 535.13	\$ 44.594

**Disp Supervisor**

**D. MAINTENANCE**

		10 Shifts bi-weekly @ 8 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/40 Hr Week
<b>EVT I - Apprentice Mechanic</b>					
	1st 6 months	\$ 4,635.45	\$ 2,139.44	\$ 213.94	\$ 26.743
	2nd 6 months	\$ 4,841.16	\$ 2,234.38	\$ 223.44	\$ 27.930
	3rd 6 months	\$ 5,055.34	\$ 2,333.23	\$ 233.32	\$ 29.165
	4th 6 months	\$ 5,353.93	\$ 2,471.05	\$ 247.10	\$ 30.888
	5th 6 months	\$ 5,703.89	\$ 2,632.56	\$ 263.26	\$ 32.907
	6th 6 months	\$ 5,996.35	\$ 2,767.55	\$ 276.75	\$ 34.594
	7th 6 months	\$ 6,416.36	\$ 2,961.40	\$ 296.14	\$ 37.017
	8th 6 months	\$ 6,769.60	\$ 3,124.43	\$ 312.44	\$ 39.055
<b>EVT II - Licensed Mechanic</b>					
	10th year	\$ 7,631.49	\$ 3,522.23	\$ 352.22	\$ 44.028
	15th year	\$ 7,930.70	\$ 3,660.32	\$ 366.03	\$ 45.754
<b>EVT III - Head Mechanic</b>					
		\$ 8,520.46	\$ 3,932.52	\$ 393.25	\$ 49.157

**E. SUPPORT SERVICES**

		10 Shifts bi-weekly @ 7 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Clerk Typist Trainee</b>					
	1st 6 months	\$ 3,137.82	\$ 1,448.23	\$ 144.82	\$ 20.689
	2nd 6 months	\$ 3,343.27	\$ 1,543.05	\$ 154.30	\$ 22.044
<b>Clerk Typist 2</b>					
	1st 6 months	\$ 3,803.62	\$ 1,755.52	\$ 175.55	\$ 25.079
	2nd 6 months	\$ 3,846.18	\$ 1,775.16	\$ 177.52	\$ 25.359
	1.5 years (18 months)	\$ 3,959.52	\$ 1,827.47	\$ 182.75	\$ 26.107
	2.5 years (30 months)	\$ 4,055.07	\$ 1,871.57	\$ 187.16	\$ 26.737
<b>Clerk Typist 3</b>					
	1st 6 months	\$ 4,055.07	\$ 1,871.57	\$ 187.16	\$ 26.737
	2nd 6 months	\$ 4,136.55	\$ 1,909.17	\$ 190.92	\$ 27.274
	1.5 years (18 months)	\$ 4,264.03	\$ 1,968.01	\$ 196.80	\$ 28.114
	2.5 years (30 months)	\$ 4,480.05	\$ 2,067.71	\$ 206.77	\$ 29.539
<b>Clerk Typist 3A</b>					
		\$ 4,704.10	\$ 2,171.12	\$ 217.11	\$ 31.016
<b>Computer Specialist</b>					
	1st 6 months	\$ 7,552.87	\$ 3,485.94	\$ 348.59	\$ 49.799
	2nd 6 months	\$ 7,901.81	\$ 3,646.99	\$ 364.70	\$ 52.100
	2nd year	\$ 8,187.56	\$ 3,778.87	\$ 377.89	\$ 53.984
<b>Computer Support Specialist</b>					
	1st 6 months	\$ 6,797.59	\$ 3,137.35	\$ 313.73	\$ 44.819
	2nd 6 months	\$ 7,111.62	\$ 3,282.29	\$ 328.23	\$ 46.890
	2nd year	\$ 7,368.83	\$ 3,401.00	\$ 340.10	\$ 48.586
<b>Communication Technician</b>					
	1st 6 months	\$ 5,223.81	\$ 2,410.99	\$ 241.10	\$ 34.443
	2nd 6 months	\$ 5,471.69	\$ 2,525.40	\$ 252.54	\$ 36.077
	2nd year	\$ 5,620.50	\$ 2,594.08	\$ 259.41	\$ 37.058
	3rd year	\$ 5,762.13	\$ 2,659.45	\$ 265.94	\$ 37.992
	4th year	\$ 6,050.24	\$ 2,792.42	\$ 279.24	\$ 39.892

**A. SUPPRESSION**

		7 Shifts bi-weekly @ 12 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Firefighter</b>	1st 6 months	\$ 5,354.38	\$ 2,471.25	\$ 353.04	\$ 29.420
	2nd 6 months	\$ 5,736.73	\$ 2,647.72	\$ 378.25	\$ 31.520
	2nd year	\$ 6,119.05	\$ 2,824.18	\$ 403.45	\$ 33.621
	3rd year	\$ 6,883.73	\$ 3,177.10	\$ 453.87	\$ 37.823
	4th year	\$ 7,648.39	\$ 3,530.03	\$ 504.29	\$ 42.024
	10th year	\$ 7,877.84	\$ 3,635.93	\$ 519.42	\$ 43.285
	15th year	\$ 8,107.30	\$ 3,741.83	\$ 534.55	\$ 44.546
<b>Acting Officer</b>		\$ 8,901.96	\$ 4,108.60	\$ 586.94	\$ 48.912
<b>Captain</b>		\$ 9,610.97	\$ 4,435.83	\$ 633.69	\$ 52.808
<b>Battalion Chief</b>		\$ 11,028.98	\$ 5,090.30	\$ 727.19	\$ 60.599

		8 Shifts bi-weekly @ 9.375 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
<b>Training Officer</b>		\$ 9,610.97	\$ 4,435.83	\$ 554.48	\$ 59.144

**B. PREVENTION**

		8 Shifts bi-weekly @ 8.75 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Fire Inspector - 4 day week</b>	1st 6 months	\$ 5,354.38	\$ 2,471.25	\$ 308.91	\$ 35.304
	2nd 6 months	\$ 5,736.73	\$ 2,647.72	\$ 330.97	\$ 37.825
	2nd year	\$ 6,119.05	\$ 2,824.18	\$ 353.02	\$ 40.345
	3rd year	\$ 6,883.73	\$ 3,177.10	\$ 397.14	\$ 45.387
	4th year	\$ 7,648.39	\$ 3,530.03	\$ 441.25	\$ 50.429
	10th year	\$ 7,877.84	\$ 3,635.93	\$ 454.49	\$ 51.942
	15th year	\$ 8,107.30	\$ 3,741.83	\$ 467.73	\$ 53.455
<b>Captain</b>		\$ 9,610.97	\$ 4,435.83	\$ 554.48	\$ 63.369

		10 Shifts bi-weekly @ 7.5 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
<b>Fire Inspector - 5 day week</b>	1st 6 months	\$ 5,354.38	\$ 2,471.25	\$ 247.13	\$ 32.950
	2nd 6 months	\$ 5,736.73	\$ 2,647.72	\$ 264.77	\$ 35.303
	2nd year	\$ 6,119.05	\$ 2,824.18	\$ 282.42	\$ 37.656
	3rd year	\$ 6,883.73	\$ 3,177.10	\$ 317.71	\$ 42.361
	4th year	\$ 7,648.39	\$ 3,530.03	\$ 353.00	\$ 47.067
	10th year	\$ 7,877.84	\$ 3,635.93	\$ 363.59	\$ 48.479
	15th year	\$ 8,107.30	\$ 3,741.83	\$ 374.18	\$ 49.891
<b>Captain</b>		\$ 9,610.97	\$ 4,435.83	\$ 443.58	\$ 59.144

**C. COMMUNICATION**

		7 Shifts bi-weekly @ 12 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Radio Operator</b>	1st 6 months	\$ 5,002.81	\$ 2,308.99	\$ 329.86	\$ 27.488
	2nd 6 months	\$ 5,141.34	\$ 2,372.93	\$ 338.99	\$ 28.249
	2nd year	\$ 5,509.18	\$ 2,542.70	\$ 363.24	\$ 30.270
	3rd year	\$ 6,472.45	\$ 2,987.28	\$ 426.75	\$ 35.563
	4th year	\$ 7,193.26	\$ 3,319.97	\$ 474.28	\$ 39.523
	10th year	\$ 7,337.13	\$ 3,386.37	\$ 483.77	\$ 40.314
	15th year	\$ 7,624.86	\$ 3,519.17	\$ 502.74	\$ 41.895
<b>Disp Supervisor</b>		\$ 8,217.59	\$ 3,792.73	\$ 541.82	\$ 45.152

**D. MAINTENANCE**

		10 Shifts bi-weekly @ 8 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/40 Hr Week
<b>EVT I - Apprentice Mechanic</b>					
1st 6 months		\$ 4,751.34	\$ 2,192.92	\$ 219.29	\$ 27.412
2nd 6 months		\$ 4,962.19	\$ 2,290.24	\$ 229.02	\$ 28.628
3rd 6 months		\$ 5,181.72	\$ 2,391.56	\$ 239.16	\$ 29.895
4th 6 months		\$ 5,487.78	\$ 2,532.82	\$ 253.28	\$ 31.660
5th 6 months		\$ 5,846.49	\$ 2,698.38	\$ 269.84	\$ 33.730
6th 6 months		\$ 6,146.26	\$ 2,836.74	\$ 283.67	\$ 35.459
7th 6 months		\$ 6,576.77	\$ 3,035.43	\$ 303.54	\$ 37.943
8th 6 months		\$ 6,938.84	\$ 3,202.54	\$ 320.25	\$ 40.032
<b>EVT II - Licensed Mechanic</b>					
10th year		\$ 7,822.28	\$ 3,610.28	\$ 361.03	\$ 45.129
15th year		\$ 8,128.97	\$ 3,751.83	\$ 375.18	\$ 46.898
<b>EVT III - Head Mechanic</b>					
		\$ 8,733.48	\$ 4,030.84	\$ 403.08	\$ 50.385

**E. SUPPORT SERVICES**

		10 Shifts bi-weekly @ 7 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Clerk Typist Trainee</b>					
1st 6 months		\$ 3,177.05	\$ 1,466.33	\$ 146.63	\$ 20.948
2nd 6 months		\$ 3,385.06	\$ 1,562.34	\$ 156.23	\$ 22.319
<b>Clerk Typist 2</b>					
1st 6 months		\$ 3,851.16	\$ 1,777.46	\$ 177.75	\$ 25.392
2nd 6 months		\$ 3,894.26	\$ 1,797.35	\$ 179.74	\$ 25.676
1.5 years (18 months)		\$ 4,009.01	\$ 1,850.31	\$ 185.03	\$ 26.433
2.5 years (30 months)		\$ 4,105.76	\$ 1,894.96	\$ 189.50	\$ 27.071
<b>Clerk Typist 3</b>					
1st 6 months		\$ 4,105.76	\$ 1,894.96	\$ 189.50	\$ 27.071
2nd 6 months		\$ 4,188.25	\$ 1,933.04	\$ 193.30	\$ 27.615
1.5 years (18 months)		\$ 4,317.33	\$ 1,992.61	\$ 199.26	\$ 28.466
2.5 years (30 months)		\$ 4,536.05	\$ 2,093.56	\$ 209.36	\$ 29.908
<b>Clerk Typist 3A</b>					
		\$ 4,762.90	\$ 2,198.26	\$ 219.83	\$ 31.404
<b>Computer Specialist</b>					
1st 6 months		\$ 7,647.28	\$ 3,529.52	\$ 352.95	\$ 50.422
2nd 6 months		\$ 8,000.59	\$ 3,692.58	\$ 369.26	\$ 52.751
2nd year		\$ 8,289.90	\$ 3,826.11	\$ 382.61	\$ 54.659
<b>Computer Support Specialist</b>					
1st 6 months		\$ 6,882.56	\$ 3,176.56	\$ 317.66	\$ 45.379
2nd 6 months		\$ 7,200.52	\$ 3,323.32	\$ 332.33	\$ 47.476
2nd year		\$ 7,460.94	\$ 3,443.51	\$ 344.35	\$ 49.193
<b>Communication Technician</b>					
1st 6 months		\$ 5,289.11	\$ 2,441.13	\$ 244.11	\$ 34.873
2nd 6 months		\$ 5,540.09	\$ 2,556.96	\$ 255.70	\$ 36.528
2nd year		\$ 5,690.76	\$ 2,626.50	\$ 262.65	\$ 37.521
3rd year		\$ 5,834.16	\$ 2,692.69	\$ 269.27	\$ 38.467
4th year		\$ 6,125.86	\$ 2,827.32	\$ 282.73	\$ 40.390

**A. SUPPRESSION**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Firefighter</b>	1st 6 months	\$ 5,488.24	\$ 2,533.03	\$ 361.86	\$ 30.155
	2nd 6 months	\$ 5,880.15	\$ 2,713.91	\$ 387.70	\$ 32.309
	2nd year	\$ 6,272.02	\$ 2,894.78	\$ 413.54	\$ 34.462
	3rd year	\$ 7,055.82	\$ 3,256.53	\$ 465.22	\$ 38.768
	4th year	\$ 7,839.60	\$ 3,618.28	\$ 516.90	\$ 43.075
	10th year	\$ 8,074.79	\$ 3,726.83	\$ 532.40	\$ 44.367
	15th year	\$ 8,309.98	\$ 3,835.37	\$ 547.91	\$ 45.659
<b>Acting Officer</b>		\$ 9,124.51	\$ 4,211.31	\$ 601.62	\$ 50.135
<b>Captain</b>		\$ 9,851.24	\$ 4,546.73	\$ 649.53	\$ 54.128
<b>Battalion Chief</b>		\$ 11,304.71	\$ 5,217.56	\$ 745.37	\$ 62.114

**Training Officer**

Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
\$ 9,851.24	\$ 4,546.73	\$ 568.34	\$ 60.623

**B. PREVENTION**

**Fire Inspector - 4 day week**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Fire Inspector - 4 day week</b>	1st 6 months	\$ 5,488.24	\$ 2,533.03	\$ 316.63	\$ 36.186
	2nd 6 months	\$ 5,880.15	\$ 2,713.91	\$ 339.24	\$ 38.770
	2nd year	\$ 6,272.02	\$ 2,894.78	\$ 361.85	\$ 41.354
	3rd year	\$ 7,055.82	\$ 3,256.53	\$ 407.07	\$ 46.522
	4th year	\$ 7,839.60	\$ 3,618.28	\$ 452.28	\$ 51.690
	10th year	\$ 8,074.79	\$ 3,726.83	\$ 465.85	\$ 53.240
	15th year	\$ 8,309.98	\$ 3,835.37	\$ 479.42	\$ 54.791
<b>Captain</b>		\$ 9,851.24	\$ 4,546.73	\$ 568.34	\$ 64.953

**Fire Inspector - 5 day week**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
<b>Fire Inspector - 5 day week</b>	1st 6 months	\$ 5,488.24	\$ 2,533.03	\$ 253.30	\$ 33.774
	2nd 6 months	\$ 5,880.15	\$ 2,713.91	\$ 271.39	\$ 36.186
	2nd year	\$ 6,272.02	\$ 2,894.78	\$ 289.48	\$ 38.597
	3rd year	\$ 7,055.82	\$ 3,256.53	\$ 325.65	\$ 43.420
	4th year	\$ 7,839.60	\$ 3,618.28	\$ 361.83	\$ 48.244
	10th year	\$ 8,074.79	\$ 3,726.83	\$ 372.68	\$ 49.691
	15th year	\$ 8,309.98	\$ 3,835.37	\$ 383.54	\$ 51.138
<b>Captain</b>		\$ 9,851.24	\$ 4,546.73	\$ 454.67	\$ 60.623

**C. COMMUNICATION**

**Radio Operator**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Radio Operator</b>	1st 6 months	\$ 5,065.34	\$ 2,337.85	\$ 333.98	\$ 27.832
	2nd 6 months	\$ 5,205.61	\$ 2,402.59	\$ 343.23	\$ 28.602
	2nd year	\$ 5,578.04	\$ 2,574.48	\$ 367.78	\$ 30.649
	3rd year	\$ 6,553.35	\$ 3,024.62	\$ 432.09	\$ 36.007
	4th year	\$ 7,283.18	\$ 3,361.47	\$ 480.21	\$ 40.017
	10th year	\$ 7,428.85	\$ 3,428.70	\$ 489.81	\$ 40.818
	15th year	\$ 7,720.17	\$ 3,563.16	\$ 509.02	\$ 42.419
<b>Disp Supervisor</b>		\$ 8,320.31	\$ 3,840.14	\$ 548.59	\$ 45.716

**D. MAINTENANCE**

		10 Shifts bi-weekly @ 8 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/40 Hr Week
<b>EVT I - Apprentice Mechanic</b>					
	1st 6 months	\$ 4,870.12	\$ 2,247.75	\$ 224.77	\$ 28.097
	2nd 6 months	\$ 5,086.25	\$ 2,347.50	\$ 234.75	\$ 29.344
	3rd 6 months	\$ 5,311.27	\$ 2,451.35	\$ 245.14	\$ 30.642
	4th 6 months	\$ 5,624.98	\$ 2,596.14	\$ 259.61	\$ 32.452
	5th 6 months	\$ 5,992.65	\$ 2,765.84	\$ 276.58	\$ 34.573
	6th 6 months	\$ 6,299.92	\$ 2,907.65	\$ 290.77	\$ 36.346
	7th 6 months	\$ 6,741.18	\$ 3,111.32	\$ 311.13	\$ 38.891
	8th 6 months	\$ 7,112.32	\$ 3,282.61	\$ 328.26	\$ 41.033
<b>EVT II - Licensed Mechanic</b>					
	10th year	\$ 7,860.56	\$ 3,627.95	\$ 362.80	\$ 45.349
	15th year	\$ 8,017.84	\$ 3,700.54	\$ 370.05	\$ 46.257
		\$ 8,332.20	\$ 3,845.63	\$ 384.56	\$ 48.070
<b>EVT III - Head Mechanic</b>					
		\$ 8,951.81	\$ 4,131.61	\$ 413.16	\$ 51.645

**E. SUPPORT SERVICES**

		10 Shifts bi-weekly @ 7 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Clerk Typist Trainee</b>					
	1st 6 months	\$ 3,216.76	\$ 1,484.66	\$ 148.47	\$ 21.209
	2nd 6 months	\$ 3,427.37	\$ 1,581.86	\$ 158.19	\$ 22.598
<b>Clerk Typist 2</b>					
	1st 6 months	\$ 3,899.30	\$ 1,799.68	\$ 179.97	\$ 25.710
	2nd 6 months	\$ 3,942.94	\$ 1,819.82	\$ 181.98	\$ 25.997
	1.5 years (18 months)	\$ 4,059.12	\$ 1,873.44	\$ 187.34	\$ 26.763
	2.5 years (30 months)	\$ 4,157.08	\$ 1,918.65	\$ 191.87	\$ 27.409
<b>Clerk Typist 3</b>					
	1st 6 months	\$ 4,157.08	\$ 1,918.65	\$ 191.87	\$ 27.409
	2nd 6 months	\$ 4,240.61	\$ 1,957.20	\$ 195.72	\$ 27.960
	1.5 years (18 months)	\$ 4,371.29	\$ 2,017.52	\$ 201.75	\$ 28.822
	2.5 years (30 months)	\$ 4,592.75	\$ 2,119.73	\$ 211.97	\$ 30.282
<b>Clerk Typist 3A</b>					
		\$ 4,822.43	\$ 2,225.74	\$ 222.57	\$ 31.796
<b>Computer Specialist</b>					
	1st 6 months	\$ 7,742.88	\$ 3,573.63	\$ 357.36	\$ 51.052
	2nd 6 months	\$ 8,100.59	\$ 3,738.74	\$ 373.87	\$ 53.411
	2nd year	\$ 8,393.53	\$ 3,873.94	\$ 387.39	\$ 55.342
<b>Computer Support Specialist</b>					
	1st 6 months	\$ 6,968.59	\$ 3,216.27	\$ 321.63	\$ 45.947
	2nd 6 months	\$ 7,290.52	\$ 3,364.86	\$ 336.49	\$ 48.069
	2nd year	\$ 7,554.20	\$ 3,486.55	\$ 348.66	\$ 49.808
<b>Communication Technician</b>					
	1st 6 months	\$ 5,355.23	\$ 2,471.64	\$ 247.16	\$ 35.309
	2nd 6 months	\$ 5,609.34	\$ 2,588.93	\$ 258.89	\$ 36.985
	2nd year	\$ 5,761.89	\$ 2,659.34	\$ 265.93	\$ 37.991
	3rd year	\$ 5,907.09	\$ 2,726.35	\$ 272.63	\$ 38.948
	4th year	\$ 6,202.44	\$ 2,862.66	\$ 286.27	\$ 40.895

**A. SUPPRESSION**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Firefighter</b>	1st 6 months	\$ 5,625.45	\$ 2,596.36	\$ 370.91	\$ 30.909
	2nd 6 months	\$ 6,027.15	\$ 2,781.76	\$ 397.39	\$ 33.116
	2nd year	\$ 6,428.83	\$ 2,967.15	\$ 423.88	\$ 35.323
	3rd year	\$ 7,232.22	\$ 3,337.95	\$ 476.85	\$ 39.737
	4th year	\$ 8,035.59	\$ 3,708.73	\$ 529.82	\$ 44.152
	10th year	\$ 8,276.66	\$ 3,820.00	\$ 545.71	\$ 45.476
	15th year	\$ 8,517.73	\$ 3,931.26	\$ 561.61	\$ 46.801
<b>Acting Officer</b>		\$ 9,352.63	\$ 4,316.60	\$ 616.66	\$ 51.388
<b>Captain</b>		\$ 10,097.53	\$ 4,660.40	\$ 665.77	\$ 55.481
<b>Battalion Chief</b>		\$ 11,587.32	\$ 5,348.00	\$ 764.00	\$ 63.667

**Training Officer**

Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
\$ 10,097.53	\$ 4,660.40	\$ 582.55	\$ 62.139

**B. PREVENTION**

**Fire Inspector - 4 day week**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Fire Inspector - 4 day week</b>	1st 6 months	\$ 5,625.45	\$ 2,596.36	\$ 324.54	\$ 37.091
	2nd 6 months	\$ 6,027.15	\$ 2,781.76	\$ 347.72	\$ 39.739
	2nd year	\$ 6,428.83	\$ 2,967.15	\$ 370.89	\$ 42.388
	3rd year	\$ 7,232.22	\$ 3,337.95	\$ 417.24	\$ 47.685
	4th year	\$ 8,035.59	\$ 3,708.73	\$ 463.59	\$ 52.982
	10th year	\$ 8,276.66	\$ 3,820.00	\$ 477.50	\$ 54.571
	15th year	\$ 8,517.73	\$ 3,931.26	\$ 491.41	\$ 56.161
<b>Captain</b>		\$ 10,097.53	\$ 4,660.40	\$ 582.55	\$ 66.577

**Fire Inspector - 5 day week**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
<b>Fire Inspector - 5 day week</b>	1st 6 months	\$ 5,625.45	\$ 2,596.36	\$ 259.64	\$ 34.618
	2nd 6 months	\$ 6,027.15	\$ 2,781.76	\$ 278.18	\$ 37.090
	2nd year	\$ 6,428.83	\$ 2,967.15	\$ 296.72	\$ 39.562
	3rd year	\$ 7,232.22	\$ 3,337.95	\$ 333.79	\$ 44.506
	4th year	\$ 8,035.59	\$ 3,708.73	\$ 370.87	\$ 49.450
	10th year	\$ 8,276.66	\$ 3,820.00	\$ 382.00	\$ 50.933
	15th year	\$ 8,517.73	\$ 3,931.26	\$ 393.13	\$ 52.417
<b>Captain</b>		\$ 10,097.53	\$ 4,660.40	\$ 466.04	\$ 62.139

**C. COMMUNICATION**

**Radio Operator**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Radio Operator</b>	1st 6 months	\$ 5,128.66	\$ 2,367.07	\$ 338.15	\$ 28.179
	2nd 6 months	\$ 5,270.68	\$ 2,432.62	\$ 347.52	\$ 28.960
	2nd year	\$ 5,647.77	\$ 2,606.66	\$ 372.38	\$ 31.032
	3rd year	\$ 6,635.27	\$ 3,062.43	\$ 437.49	\$ 36.458
	4th year	\$ 7,374.22	\$ 3,403.49	\$ 486.21	\$ 40.518
	10th year	\$ 7,521.71	\$ 3,471.56	\$ 495.94	\$ 41.328
	15th year	\$ 7,816.67	\$ 3,607.70	\$ 515.39	\$ 42.949
<b>Disp Supervisor</b>		\$ 8,424.31	\$ 3,888.14	\$ 555.45	\$ 46.287

**D. MAINTENANCE**

		10 Shifts bi-weekly @ 8 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/40 Hr Week
<b>EVT I - Apprentice Mechanic</b>					
1st 6 months		\$ 4,991.87	\$ 2,303.94	\$ 230.39	\$ 28.799
2nd 6 months		\$ 5,213.40	\$ 2,406.19	\$ 240.62	\$ 30.077
3rd 6 months		\$ 5,444.05	\$ 2,512.64	\$ 251.26	\$ 31.408
4th 6 months		\$ 5,765.60	\$ 2,661.05	\$ 266.10	\$ 33.263
5th 6 months		\$ 6,142.47	\$ 2,834.98	\$ 283.50	\$ 35.437
6th 6 months		\$ 6,457.42	\$ 2,980.35	\$ 298.03	\$ 37.254
7th 6 months		\$ 6,909.71	\$ 3,189.10	\$ 318.91	\$ 39.864
8th 6 months		\$ 7,290.12	\$ 3,364.67	\$ 336.47	\$ 42.058
<b>EVT II - Licensed Mechanic</b>					
10th year		\$ 8,057.08	\$ 3,718.65	\$ 371.87	\$ 46.483
15th year		\$ 8,218.28	\$ 3,793.05	\$ 379.31	\$ 47.413
		\$ 8,540.50	\$ 3,941.77	\$ 394.18	\$ 49.272
<b>EVT III - Head Mechanic</b>					
		\$ 9,175.61	\$ 4,234.90	\$ 423.49	\$ 52.936

**E. SUPPORT SERVICES**

		10 Shifts bi-weekly @ 7 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Clerk Typist Trainee</b>					
1st 6 months		\$ 3,256.97	\$ 1,503.22	\$ 150.32	\$ 21.475
2nd 6 months		\$ 3,470.22	\$ 1,601.64	\$ 160.16	\$ 22.881
<b>Clerk Typist 2</b>					
1st 6 months		\$ 3,948.04	\$ 1,822.17	\$ 182.22	\$ 26.031
2nd 6 months		\$ 3,992.22	\$ 1,842.57	\$ 184.26	\$ 26.322
1.5 years (18 months)		\$ 4,109.86	\$ 1,896.86	\$ 189.69	\$ 27.098
2.5 years (30 months)		\$ 4,209.04	\$ 1,942.63	\$ 194.26	\$ 27.752
<b>Clerk Typist 3</b>					
1st 6 months		\$ 4,209.04	\$ 1,942.63	\$ 194.26	\$ 27.752
2nd 6 months		\$ 4,293.61	\$ 1,981.67	\$ 198.17	\$ 28.310
1.5 years (18 months)		\$ 4,425.94	\$ 2,042.74	\$ 204.27	\$ 29.182
2.5 years (30 months)		\$ 4,650.16	\$ 2,146.23	\$ 214.62	\$ 30.660
<b>Clerk Typist 3A</b>					
		\$ 4,882.71	\$ 2,253.56	\$ 225.36	\$ 32.194
<b>Computer Specialist</b>					
1st 6 months		\$ 7,839.66	\$ 3,618.31	\$ 361.83	\$ 51.690
2nd 6 months		\$ 8,201.85	\$ 3,785.47	\$ 378.55	\$ 54.078
2nd year		\$ 8,498.45	\$ 3,922.36	\$ 392.24	\$ 56.034
<b>Computer Support Specialist</b>					
1st 6 months		\$ 7,055.69	\$ 3,256.47	\$ 325.65	\$ 46.521
2nd 6 months		\$ 7,381.66	\$ 3,406.92	\$ 340.69	\$ 48.670
2nd year		\$ 7,648.63	\$ 3,530.13	\$ 353.01	\$ 50.430
<b>Communication Technician</b>					
1st 6 months		\$ 5,422.17	\$ 2,502.54	\$ 250.25	\$ 35.751
2nd 6 months		\$ 5,679.46	\$ 2,621.29	\$ 262.13	\$ 37.447
2nd year		\$ 5,833.92	\$ 2,692.58	\$ 269.26	\$ 38.465
3rd year		\$ 5,980.92	\$ 2,760.43	\$ 276.04	\$ 39.435
4th year		\$ 6,279.97	\$ 2,898.45	\$ 289.84	\$ 41.406



**A. SUPPRESSION**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Firefighter</b>	1st 6 months	\$ 5,766.08	\$ 2,661.27	\$ 380.18	\$ 31.682
	2nd 6 months	\$ 6,177.83	\$ 2,851.31	\$ 407.33	\$ 33.944
	2nd year	\$ 6,589.55	\$ 3,041.33	\$ 434.48	\$ 36.206
	3rd year	\$ 7,413.02	\$ 3,421.39	\$ 488.77	\$ 40.731
	4th year	\$ 8,236.48	\$ 3,801.45	\$ 543.06	\$ 45.255
	10th year	\$ 8,483.58	\$ 3,915.50	\$ 559.36	\$ 46.613
	15th year	\$ 8,730.67	\$ 4,029.54	\$ 575.65	\$ 47.971
<b>Acting Officer</b>		\$ 9,586.44	\$ 4,424.51	\$ 632.07	\$ 52.673
<b>Captain</b>		\$ 10,349.96	\$ 4,776.91	\$ 682.42	\$ 56.868
<b>Battalion Chief</b>		\$ 11,877.01	\$ 5,481.70	\$ 783.10	\$ 65.258

**Training Officer**

Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
\$ 10,349.96	\$ 4,776.91	\$ 597.11	\$ 63.692

**B. PREVENTION**

**Fire Inspector - 4 day week**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Fire Inspector - 4 day week</b>	1st 6 months	\$ 5,766.08	\$ 2,661.27	\$ 332.66	\$ 38.018
	2nd 6 months	\$ 6,177.83	\$ 2,851.31	\$ 356.41	\$ 40.733
	2nd year	\$ 6,589.55	\$ 3,041.33	\$ 380.17	\$ 43.448
	3rd year	\$ 7,413.02	\$ 3,421.39	\$ 427.67	\$ 48.877
	4th year	\$ 8,236.48	\$ 3,801.45	\$ 475.18	\$ 54.306
	10th year	\$ 8,483.58	\$ 3,915.50	\$ 489.44	\$ 55.936
	15th year	\$ 8,730.67	\$ 4,029.54	\$ 503.69	\$ 57.565
<b>Captain</b>		\$ 10,349.96	\$ 4,776.91	\$ 597.11	\$ 68.242

**Fire Inspector - 5 day week**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/37.5 Hr Week
<b>Fire Inspector - 5 day week</b>	1st 6 months	\$ 5,766.08	\$ 2,661.27	\$ 266.13	\$ 35.484
	2nd 6 months	\$ 6,177.83	\$ 2,851.31	\$ 285.13	\$ 38.017
	2nd year	\$ 6,589.55	\$ 3,041.33	\$ 304.13	\$ 40.551
	3rd year	\$ 7,413.02	\$ 3,421.39	\$ 342.14	\$ 45.619
	4th year	\$ 8,236.48	\$ 3,801.45	\$ 380.15	\$ 50.686
	10th year	\$ 8,483.58	\$ 3,915.50	\$ 391.55	\$ 52.207
	15th year	\$ 8,730.67	\$ 4,029.54	\$ 402.95	\$ 53.727
<b>Captain</b>		\$ 10,349.96	\$ 4,776.91	\$ 477.69	\$ 63.692

**C. COMMUNICATION**

**Radio Operator**

		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/42 Hr Week
<b>Radio Operator</b>	1st 6 months	\$ 5,192.77	\$ 2,396.66	\$ 342.38	\$ 28.532
	2nd 6 months	\$ 5,336.56	\$ 2,463.03	\$ 351.86	\$ 29.322
	2nd year	\$ 5,718.37	\$ 2,639.25	\$ 377.04	\$ 31.420
	3rd year	\$ 6,718.21	\$ 3,100.71	\$ 442.96	\$ 36.913
	4th year	\$ 7,466.40	\$ 3,446.03	\$ 492.29	\$ 41.024
	10th year	\$ 7,615.73	\$ 3,514.95	\$ 502.14	\$ 41.845
	15th year	\$ 7,914.38	\$ 3,652.79	\$ 521.83	\$ 43.486
<b>Disp Supervisor</b>		\$ 8,529.62	\$ 3,936.75	\$ 562.39	\$ 46.866

**D. MAINTENANCE**

		10 Shifts bi-weekly @ 8 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/40 Hr Week
<b>EVT I - Apprentice Mechanic</b>					
1st 6 months		\$ 5,116.67	\$ 2,361.54	\$ 236.15	\$ 29.519
2nd 6 months		\$ 5,343.74	\$ 2,466.34	\$ 246.63	\$ 30.829
3rd 6 months		\$ 5,580.15	\$ 2,575.45	\$ 257.55	\$ 32.193
4th 6 months		\$ 5,909.74	\$ 2,727.57	\$ 272.76	\$ 34.095
5th 6 months		\$ 6,296.03	\$ 2,905.86	\$ 290.59	\$ 36.323
6th 6 months		\$ 6,618.85	\$ 3,054.85	\$ 305.49	\$ 38.186
7th 6 months		\$ 7,082.46	\$ 3,268.83	\$ 326.88	\$ 40.860
8th 6 months		\$ 7,472.38	\$ 3,448.79	\$ 344.88	\$ 43.110
<b>EVT II - Licensed Mechanic</b>					
10th year		\$ 8,258.50	\$ 3,811.62	\$ 381.16	\$ 47.645
15th year		\$ 8,423.74	\$ 3,887.88	\$ 388.79	\$ 48.599
		\$ 8,754.01	\$ 4,040.31	\$ 404.03	\$ 50.504
<b>EVT III - Head Mechanic</b>					
		\$ 9,405.00	\$ 4,340.77	\$ 434.08	\$ 54.260

**E. SUPPORT SERVICES**

		10 Shifts bi-weekly @ 7 hours per shift			
		Monthly	Bi-Weekly	Bi-Weekly/Shift	Hourly/35 Hr Week
<b>Clerk Typist Trainee</b>					
1st 6 months		\$ 3,297.68	\$ 1,522.01	\$ 152.20	\$ 21.743
2nd 6 months		\$ 3,513.59	\$ 1,621.66	\$ 162.17	\$ 23.167
<b>Clerk Typist 2</b>					
1st 6 months		\$ 3,997.40	\$ 1,844.95	\$ 184.50	\$ 26.356
2nd 6 months		\$ 4,042.13	\$ 1,865.60	\$ 186.56	\$ 26.651
1.5 years (18 months)		\$ 4,161.23	\$ 1,920.57	\$ 192.06	\$ 27.437
2.5 years (30 months)		\$ 4,261.65	\$ 1,966.92	\$ 196.69	\$ 28.099
<b>Clerk Typist 3</b>					
1st 6 months		\$ 4,261.65	\$ 1,966.92	\$ 196.69	\$ 28.099
2nd 6 months		\$ 4,347.28	\$ 2,006.44	\$ 200.64	\$ 28.663
1.5 years (18 months)		\$ 4,481.26	\$ 2,068.27	\$ 206.83	\$ 29.547
2.5 years (30 months)		\$ 4,708.28	\$ 2,173.05	\$ 217.31	\$ 31.044
<b>Clerk Typist 3A</b>					
		\$ 4,943.75	\$ 2,281.73	\$ 228.17	\$ 32.596
<b>Computer Specialist</b>					
1st 6 months		\$ 7,937.66	\$ 3,663.53	\$ 366.35	\$ 52.336
2nd 6 months		\$ 8,304.37	\$ 3,832.79	\$ 383.28	\$ 54.754
2nd year		\$ 8,604.68	\$ 3,971.39	\$ 397.14	\$ 56.734
<b>Computer Support Specialist</b>					
1st 6 months		\$ 7,143.89	\$ 3,297.18	\$ 329.72	\$ 47.103
2nd 6 months		\$ 7,473.93	\$ 3,449.50	\$ 344.95	\$ 49.279
2nd year		\$ 7,744.23	\$ 3,574.26	\$ 357.43	\$ 51.061
<b>Communication Technician</b>					
1st 6 months		\$ 5,489.94	\$ 2,533.82	\$ 253.38	\$ 36.197
2nd 6 months		\$ 5,750.45	\$ 2,654.05	\$ 265.41	\$ 37.915
2nd year		\$ 5,906.84	\$ 2,726.23	\$ 272.62	\$ 38.946
3rd year		\$ 6,055.69	\$ 2,794.93	\$ 279.49	\$ 39.928
4th year		\$ 6,358.47	\$ 2,934.68	\$ 293.47	\$ 41.924

**LETTER OF UNDERSTANDING # 1**

- between -

THE CITY OF SURREY

and

IAFF, LOCAL 1271

**RE: INTRODUCTION OF NEW ITEMS TO ORDER FORM AND CLOTHING POINTS**

New items may be introduced to the order form at the start of each new triennial block, after certain criteria are met. The criteria will be as follows:

The item must form part of the approved uniform dress of the Fire Department staff or required issue for Fire Department programs or activities as sanctioned by the Fire Chief (Honour Guard, Retirement Dress, Fitness Programs, etc.)

It must be demonstrated that the approved "kit" will not be compromised by the inclusion of new items.

New items will be associated with strict guidelines for use and incorporation into Fire Department uniform issue protocols.

Collaboration to arrive at consensus will be guided by justification and reasonable argument.

New items introduced must be by mutual consent of the parties based on adherence to the above provisions.

The intention of the parties hereto is that these items shall be renewed as stated, provided that the City's Fire Chief shall have authority to exercise discretion to avoid waste on the one hand and to ensure seemly dress on the other.

FOR THE ASSOCIATION

FOR THE CITY OF SURREY

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Date

Schedule "1"

Clothing Item	Max. avail	2013-2015 block
Bag - Day bag	1	42
Bag - Garment	1	38
Bag - Gear bag	1	49
Battalion Hat Badge	1	52
Battalion Hat Band	1	10
Battalion Jacket Collar Dogs	2	13
Battalion Shirt Collar Dogs	2	13
Battalion Tie Clip	2	12
Belt	1	25
Belt Buckle	1	60
Belt Pouch	1	6
Cap - Baseball	2	19
Cap - Uniform	1	40
Captain Hat Badge	1	52
Captain Hat Band	1	10
Captain Jacket Collar Dogs	2	13
Captain Shirt Collar Dogs	2	13
Captain Tie Clip	2	12
Coat - Dress Burberry	1	420
Fire Service Lapel Pin	6	2
Fire Service Shoulder Crest	6	1
Firefighter Tie Clip	2	12
Gala Dress Jacket c/w Pants	1	550
Gala Dress Shirt c/w tie, Cummerbund	2	175
Gloves - Leather dress	1	22
Insignia Kit - Battalion Epaulettes	1	16
Insignia Kit - Captain Epaulettes	1	11
Insignia Kit - Firefighter Hat Badge	1	52
Jacket - Bomber	1	159
Jacket - Gortex Parka	1	342
Jacket - Gortex Short	1	239
Jacket - Polar Fleece	1	120
Pants - Work	2	69
Retirement Blazer blue	1	365
Retirement Slacks grey	1	150

## Schedule "1"

Clothing Item	Max. avail	2013-2015 block
Shirt - Dk Blue LS	6	23
Shirt - Dk Blue SS	6	22
Shirt - Lt Blue LS	6	23
Shirt - Lt Blue SS	6	22
Shirt - White LS	6	23
Shirt - White SS	6	22
Shoe - Gala Patent Leather	1	145
Shoe - Ladies Safety (Mellowwalk)	2	92
Shoe - Mens Uniform (Oxford)	2	110
Shorts - Cotton	2	19
Socks	6	2
Sweatshirt - Gray	2	27
Sweatshirt - Navy	2	27
Tie - clip on	2	5
Tie - Regular	2	5
Toiletry Kit Bag	1	16
T-shirt - DriFit Hydrophobic Navy	2	48
T-shirt - LS Mock neck Navy	4	19
T-shirt - LS Mock neck White	4	19
T-shirt - Navy LS	4	11
T-shirt - Navy SS	6	8
T-shirt - White LS	4	10
T-shirt - White SS	6	6
Tunic c/w pants	1	396
Vest	1	49
Watch - analog wrist	1	49
Watch - digital wrist	2	49
Work boots - 4" cut (Terra85235)	1	96
Work boots - 6" cut (Blundstone163)	1	152
Work boots - 6" cut (MagnumH5320)	1	144
Work boots - high 8" cut (Terra6968)	2	109

Clothing Item	Max Available	Support	Communications Supervisor/ Communications Support	Communications Operators	Firefighters	Captains/ Acting Captains	BC / Acting BC	Mechanic
Bag - Day bag	1	X	X	X	X	X	X	X
Bag - Garment	1	X	X	X	X	X	X	X
Bag - Gear bag	1	X	X	X	X	X	X	X
Bag - Toiletry Kit	1	X	X	X	X	X	X	X
Belt	1	X	X	X	X	X	X	X
Belt Buckle	1	X	X	X	X	X	X	X
Belt Pouch	1				X	X	X	X
Cap - Baseball	2	X	X	X	X	X	X	X
Cap - Uniform	1		X	X	X	X	X	X
Hat Band	1					X	X	
Hat Badge	1		X	X	X	X	X	X
Jacket Collar Dogs	2					X	X	
Shirt Collar Dogs	2					X	X	
Epaulettes	1		X			X	X	
Fire Service Lapel Pin	6	X	X	X	X	X	X	X
Fire Service Shoulder Crest	6	X	X	X	X	X	X	X
Tie Clip	2		X	X	X	X	X	X
Coat - Dress Burbary	1		X	X	X	X	X	X
Gala Dress Jacket c/w Pants	1		X	X	X	X	X	X
Gala Dress Shirt c/w tie, Cumberbund	2		X	X	X	X	X	X
Gloves - Leather dress	1	X	X	X	X	X	X	X
Jacket - Bomber	1		X	X	X	X	X	X
Jacket - Gortex Parka	1		X	X	X	X	X	X
Jacket - Gortex Short	1		X	X	X	X	X	X
Jacket - Polar Fleece	1	X	X	X	X	X	X	X
Pants - Work	2	X	X	X	X	X	X	X
Retirement Blazer blue	1		X	X	X	X	X	X
Retirement Slacks grey	1		X	X	X	X	X	X
Shirt - Dk Blue	6			X	X			X
Shirt - Lt Blue	6	X	X	X	X	X	X	X
Shirt - White	6						X	
Shoe - Gala Patent Leather	1		X	X	X	X	X	X
Shoe - Ladies Safety (Mellowwalk)	2	X						
Shoe - Mens Uniform (Oxford)	2		X	X				
Shorts - Cotton	2	X	X	X	X	X	X	X
Socks	6		X	X	X	X	X	X
Sweatshirt - Gray	2	X	X	X	X	X	X	X
Sweatshirt - Navy	2	X	X	X	X	X	X	X
Tie - Regular	2		X	X	X	X	X	X
T-shirt - DriFire Hydrophobic Navy	2	X	X	X	X	X	X	X
T-shirt - LS Mock neck	4	X	X	X	X	X	X	X
T-shirt - Navy LS	4	X	X	X	X	X	X	X
T-shirt - Navy SS	6	X	X	X	X	X	X	X
T-shirt - White LS	4	X	X	X	X	X	X	X
T-shirt - White SS	6	X	X	X	X	X	X	X
Tunic c/w pants	1		X	X	X	X	X	X
Vest	1	X	X	X	X	X	X	X
Watch - analog wrist	1		X	X	X	X	X	X
Watch - digital wrist	2		X	X	X	X	X	X
Work boots - 4" cut (Terra85235)	1		X	X	X	X	X	X
Work boots - 6" cut (Blundstone163)	1		X	X	X	X	X	X
Work boots - 6" cut (MagnumH5320)	1				X	X	X	X
Work boots - high 8" cut (Terra6968)	2		X	X	X	X	X	X

NOTE Part time employees are provided with initial kit and then supplied items as needed, therefore they have been omitted from the listing above.

**LETTER OF UNDERSTANDING # 2**

- between -

THE CITY OF SURREY

and

IAFF, LOCAL 1271

**Re: Contracting Out**

Before any existing bargaining unit work is contracted out, the City will consult with the Union within a reasonable period of time in advance of the date on which contracting out of work is to occur, and will give consideration to alternatives the Union may propose.

FOR THE ASSOCIATION

FOR THE CITY OF SURREY

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Date

**LETTER OF UNDERSTANDING # 3**

- between -

THE CITY OF SURREY

and

IAFF, LOCAL 1271

**RE: JOB SHARE PROPOSAL**

**Revised June 8, 2011**

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CITY OF SURREY (hereinafter called "the Employer");

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter called "the Union");

The Employer and the Union agree that where a Regular Full-Time Employee wishes to share their full-time position, that such Job Sharing agreements be mutually agreed upon using the following principles, provided however, that nothing in this Letter of Understanding shall be construed as altering the existing rights and/or obligations of either party under the Collective Agreement, except as specifically provided herein and that this Job Sharing arrangement is based on a principle of "No Loss, No Gain" to either the Employee, the Union or the Employer.

1. Definitions

Job sharing is defined as two (2) people equally sharing the responsibilities of one (1) full-time position in a consistent pattern with salary and benefits prorated. Each employee of the job sharing arrangement will work in a manner that provides full coverage for the position.

The Owner Employee shall be defined as the employee who holds the regular full-time position and requests the Job Share arrangement.

The Sharer Employee is defined as the employee sharing the full-time position and may be either a full-time or part-time employee.

Where two full time employees share one position the senior employee will be the Owner Employee and the junior employee will be the Sharer Employee.

2. General

All Job Sharing arrangements shall be implemented in accordance with the provisions of this Letter of Understanding and subject to approval by the Employer and the Union.



### 3. Procedure

- A. A Job Sharing proposal (using the Job Sharing Application form) must be presented by the Owner Employee in writing to their Manager and the Union. Each request will be considered on its own merits. A completed Job Sharing Application form shall include the following:
- Information with respect to the qualifications and experience of each of the proposed employees.
  - Both the employees must meet the qualification requirements of the job
  - Detailed outline of how the proposed arrangement will ensure that the work is efficiently and effectively performed as though there were only one (1) occupant in the position.
  - The work hours must be split 50/50
  - Detailed description of how the duties and functions of the position shall be shared.
  - Proposed coverage plan for leave of absences – vacation, sick leave etc.
  - The Proposed length of the agreement (minimum six (6) months to maximum two years).
  - Signatures of both employees
- B. Where the Job Sharing arrangement is approved by the Employer and the Union, the Division Manager shall provide each affected employee with a letter of confirmation of the Job Sharing arrangement outlining the terms and conditions.
- C. Where an employee's request is denied by the Employer, the Union may request a meeting with the Division Manager and the Manager, Human Resources (or designate).
- D. If the Co-holder is a full-time employee, their full-time position shall be filled on a temporary basis for the duration of the Job Share arrangement.

### 4. Employee Status

A Regular Full-Time Employee in a Job Sharing arrangement shall retain and accrue their seniority through the duration of the Job Sharing arrangement on the basis of full time employment. Such an employee shall be entitled to apply for positions as a Regular Full-Time Employee and to use seniority for all applicable purposes including layoff and recall. Part- Time Employees shall accumulate seniority based on hours worked.

### 5. Wages & Benefits Full time

The general principles with respect to wage rates, employee benefit entitlements and premium payments for Regular Full-Time Employees in Job Sharing arrangements are as follows:

- A. Wages shall be paid in accordance with the collective agreement and all increments will be implemented as normal.
- B. Paid leave benefits, such as Vacation, Statutory Holidays, Gratuities and Sick Leave, shall be earned at 50% of the employee's scheduled weekly full time hours the position being shared.

- C. Any hours worked in excess of the scheduled workday or the scheduled workweek shall be paid at the appropriate overtime rate. As part of the Job Sharing arrangement, each employee shall work the equivalent of a full-time employee scheduled workday or workweeks before overtime rates are paid. The Owner Employee would be eligible to be called in for extra shifts to assist with staffing shortages. For non-overtime shifts they will be placed on the bottom of the part time callout list. For the purpose of overtime shifts the employee will be placed in their normal placing on the full time call out list.
- D. The benefit coverage for Medical, Extended Health, Dental, LTD and Group Life, shall be limited to single coverage only.

#### 6. Wages & Benefits Part time

The general principle with respect to wage rates, employee benefit entitlements and premium payments for Part-Time Employees in Job Sharing arrangements are as follows:

- A. Wage increments will continue to be earned on the basis of hours worked relative to FTE hours.
- B. Paid leave benefits, such as Vacation, Statutory Holidays, and Gratuities shall be earned on a prorated basis in accordance with the ratio that the employee's scheduled weekly hours bears to the full-time hours of the position being shared.
- C. The sharer shall continue to receive their regular payment of % of pay in lieu of benefits as per article 9.7.
- D. The option of prorated FTE benefits and sick benefits is available or the employee may choose to receive their regular payment of % of pay in lieu of benefits

#### 7. Municipal Pension Plan

Where an employee is contributing to the Municipal Pension Plan and enters Job Sharing arrangement, the employee shall be required to continue making contributions toward the Municipal Pension Plan. The cost sharing arrangement shall continue on the same percentage basis applied to the reduced earnings. Pensionable service will be accrued on a prorated basis.

#### 8. Union Dues

Membership in IAFF Local 1271 continues for both employees in accordance with the Union's Constitution and Bylaws.

#### 9. Shift Trades

Both employees are eligible for shift trades with other Full Time employees to enable a successful job share.

10. Trial Period

In order to provide a reasonable timeframe in which to examine the suitability of each Job Sharing arrangement, each Job Sharing arrangement will be considered for a trial period of six (6) months. During that time, suitability will be reviewed on a regular basis.

11. Termination

A Job Sharing arrangement may be terminated earlier than initially agreed to by the Employer, the Union, the Owner Employee or Sharer Employee provided that thirty (30) calendar days written notice has been served to the other parties. Employees temporarily appointed to a position arising out of a Job Sharing arrangement shall be advised at the time of their temporary appointment that their term in the temporary position could be cut short as a result of an early cancellation of the Job Share arrangement. Upon the expiry or termination of the Job Sharing arrangement:

- A. The Owner Employee shall revert back to their former full-time position. Should the Owner Employee decline reverting back to their former full-time position, the Owner Employee will be considered to have resigned and the original full-time position shall be posted.
  
- B. The Sharer Employee is either a regular full-time or part-time employee, the Sharer Employee will revert back to their former position.

FOR THE ASSOCIATION

FOR THE CITY OF SURREY

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**LETTER OF UNDERSTANDING # 4**

- between -

THE CITY OF SURREY

and

IAFF, LOCAL 1271

**Re: Leave of Absence**

It is agreed that Article 6.9 Employee Benefits, Leave of Absence is intended to provide employees with leave of absence opportunities. The Fire Chief will provide a recommendation to the City Manager that will deal with the employee's request while bearing in mind that the operational needs of the fire department are the first priority.

Requests for leave of absence will not be unreasonably denied and shall consider educational and professional development as well as compassionate grounds as compelling reasons to approve such requests. The Collective Agreement shall prevail unless otherwise agreed by the Union and the City.

FOR THE ASSOCIATION

FOR THE CITY OF SURREY

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**LETTER OF UNDERSTANDING # 5**

- between -

THE CITY OF SURREY

and

IAFF, LOCAL 1271

**Re: Training**

It is agreed that Article 6.12 Training, is intended to provide employees with professional development opportunities. Employees shall be required to get approval prior to attending courses in order to have this provision prevail.

Professional development is not limited to the narrow scope of the specific work the employee is tasked with, but defined as work related to the normal functions and tasks related to the Surrey Fire Department and the various career opportunities within the Department.

The Collective Agreement shall prevail unless otherwise agreed by the Union and the City.

FOR THE ASSOCIATION

FOR THE CITY OF SURREY

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LETTER OF UNDERSTANDING # 6  
- between -  
THE CITY OF SURREY  
and  
IAFF, LOCAL 1271

Re: Promotions

THE UNDERSIGNED PARTIES AGREE THAT THE COLLECTIVE AGREEMENT SHALL BE AMENDED TO REFLECT THE INTENT OF THE FOLLOWING BASED ON THE DISCUSSION AND EXCHANGE OF EMAILS BETWEEN THE UNION AND THE EMPLOYER.

The parties agree that the intent of this letter is to avoid any confusion regarding Article 8, Section 5 Seniority, sub 8.5 Promotions, of the Collective Agreement, that may arise due to the recently agreed to amendments contained in the Memorandum of Agreement signed July 5, 2001. It is agreed by both parties that the purpose of this letter is for clarification only and it is not intended to alter the terms and conditions of the Collective Agreement.

In order to ensure there will be no confusion in the future, the application of the principals contained herein will pertain regardless of which qualifying position the member is seeking. The following is offered as an explanation of the detail with respect to intent and interpretation of the Collective Agreement only.

- 1) The Employer is responsible to determine the operational needs of the Fire Department. Should they determine there is a need for more officers, regardless if Dispatch Supervisor, Captain or Battalion Chief, a notice is posted relative to the need, seeking members interested.
- 2) The senior applicant shall be provided the opportunity. If they are not qualified, they will receive the required courses in accordance with the Collective Agreement and past practice.
- 3) If a member declines an opportunity to write, or fails the exam, their seniority would slot in behind the last successful candidate and senior to any nonqualified candidates or those that had taken the course on their own out of turn.
- 4) Their acting time seniority is in accordance of where they passed, when they passed. Their seniority is compromised for the purpose of acting time only. For all other intents and purposes their seniority will be consider to be that of their original position.
- 5) Effectively they are losing seniority (albeit temporarily) for acting time, day by day until they succeed (up to a maximum of 5 years) at passing the necessary requirements as identified in the Collective Agreement for the respective position. The clock starts to tick against the member that waived the opportunity or failed an attempt; from the point in time when it is determined they failed or have chosen to allow a more junior member to bypass them. Specifically by example, as a result of the Memorandum a memo dated July 17, 2001 seeking interested candidates in the position of acting Battalion Chief had a closing date of July 20, 2001 , therefore all senior members that did not apply for the position started losing seniority day by day from that point onward for the position of acting Battalion Chief.
- 6) Members have the opportunity to gain back lost seniority day by day starting the day they graduate and are qualified and/or available to the acting position in question. In other words, time lost is equal to time required to gain back in order to return to a members original acting

seniority position on the acting roster. The member remains at the more junior position until all lost time is completely recovered. At which time they are fully restored to their original seniority position.

7) The Battalion Chief's acting pool is identified by the limitations the employer places on vacations selection (at the moment the pool is a total of twelve, four confirmed and eight qualified), while all members qualified by posted notice, are considered to be the acting pool for Captain ranks.

8) To achieve a promotion to a confirmed position the member must do so from within the respective acting pool for the position being promoted to.

9) There will be annual rosters adjustments to the respective acting pools which will reflect the most senior, by their adjusted seniority of the available qualified candidates for each respective position. The Fire Chief may make additional more frequent adjustments to the respective acting pools based on legitimate operational needs or mutual agreement with the Union.

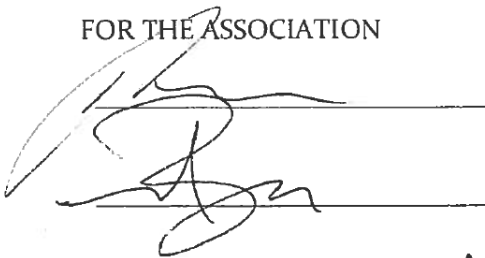
10) Junior members may be bounced from the identified acting pools if a more senior qualified member is available at the time of adjustments, relevant to their seniority position when, any or all, lost time is reconciled. Officers cannot be bumped once they have reached the appointment date to a confirmed position.

11) Junior members will not be permitted to bypass senior members except as expressly provided here. Those that have taken the required courses in advance are expressly not permitted to acting time out of order, or in advance of their original seniority position.

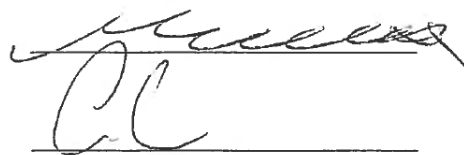
12) **If a member declines a promotion, for example to Captain, they will be required to 'opt out' of the officer acting pool. The employee will return to the rank of fire fighter and be considered the senior unqualified fire fighter as determined by their seniority. The next senior qualified fire fighter would then be entitled to the promotion. The time, in time out rule would apply until the member re-enters the acting pool. For an employee to re-enter the officer acting pool they must reapply through a posting.**

13) **If a promotion or acting opportunity requires a shift reassignment and this causes an undue hardship on the employee, the employee may apply to the Fire Chief for special considerations.**

FOR THE ASSOCIATION



FOR THE CITY OF SURREY



Aug 15, 2014  
dated





**LETTER OF UNDERSTANDING # 7**

- between -

THE CITY OF SURREY

and

IAFF, LOCAL 1271

**Re: Health Fund Calculations**

The Employer and the Union agree to use a sampling of employees for determining the annual average net pay percentage of earnings. The sample will include two (2) Captains, two (2) tenth (10<sup>th</sup>) year Fire Fighters and two (2) fourth (4<sup>th</sup>) year Fire Fighters. The sample group shall not have their earning confounded by WCB earnings.

The gross earnings and net pay (gross less CIT, CPP, EI and MPP) for the sample group will be added up. The total net pay as a percentage of total gross earnings will be calculated. The resulting percentage will be applied to each gross daily rate as defined in schedule A to determine the flat fee amount for each rate.

The parties will mutually agree to the calculation and resulting flat fees at the start of each calendar year no later than the end of February. New flat fee rates will be implemented by March 1<sup>st</sup> and carry through to the end of February the following year. The parties will publish a spreadsheet of the flat rate fees based on the schedule B rates of pay for the current year.

Example:

Sample	gross	total gross	net pay	total net
2 captains	\$ 87,840.00	\$ 175,680	\$ 57,096	\$114,192
2 10 yr FF's	\$ 73,440.00	\$ 146,880	\$ 46,383	\$ 92,766
24th yr FF's	\$ 72,000.00	\$ 144,000	\$ 44,280	\$ 88,560
total's		\$ 466,560		\$295,518
percentage	63.3%			
A.	SUPPRESSION			
	Firefighter	Gross daily rate	flat fee amount	
	1st 6 months	\$ 258.53	\$ 163.75	
	2nd 6 months	\$ 276.99	\$ 175.45	
	2nd year	\$ 295.45	\$ 187.14	
	3rd year	\$ 332.38	\$ 210.53	
	4th year	\$ 369.30	\$ 233.91	
	10th year	\$ 376.75	\$ 238.63	
	15th year	\$ 391.46	\$ 247.95	
	Lieutenant	\$ 421.89	\$ 267.22	
	Captain	\$ 459.57	\$ 291.09	
	Battalion Chief	\$ 527.45	\$ 334.09	

FOR THE ASSOCIATION

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FOR THE CITY OF SURREY

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Date

**LETTER OF UNDERSTANDING #8**

**RE: Uniform Funding for the Surrey Fire Service Honour Guard and the Surrey Fire Fighters  
Pipe and Drum Band**

Between the

**CITY OF SURREY**

and the

**SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 OF THE INTERNATIONAL ASSOCIATION OF  
FIRE FIGHTERS**

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CITY OF SURREY (hereinafter called "the Employer");

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter called "the Union");

The Employer and the Union agree to support the Surrey Fire Service Honour Guard and the Surrey Firefighters Pipe and Drum Band by assisting to outfit their uniforms.

Both parties agree to the following principles, provided however, that nothing in this Letter of Understanding shall be construed as altering the existing rights and/or obligations of either party under the Collective Agreement, except as specifically provided herein and that this arrangement is based on a principle of "No Loss" to either the Union or the Employer.

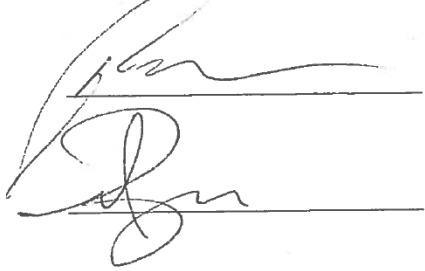
The Employer will provide funding of \$3136.00 per year for the purpose of purchasing uniforms for the SFS Honour Guard or the SFF Pipe and Drum Band. The Employer will only consider requests that have been vetted by the Union and forwarded to the Employer.

All union members reaching 50 years of age will be permitted to use a maximum of 500 points in any given year and 1142 in any trimester.

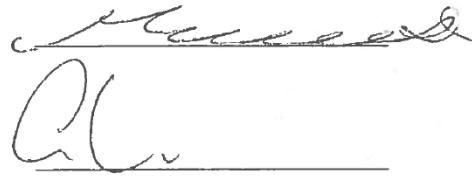
This arrangement may be terminated by either the Employer or the Union, by providing the other party written notice between October 1<sup>st</sup> and November 30<sup>th</sup> for the following year.

Upon mutual agreement the amount of points available to employees may be restricted further thereby making more funds available to the SFS Honour Guard or the SFF Pipe and Drum Band. Both parties agree any alterations will be for the subsequent trimester.

For the Union



For the Employer



Dated Aug 16, 2014

LETTER OF UNDERSTANDING #9

Performance Pay Incentive

Between the

CITY OF SURREY

and the

SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CITY OF SURREY (hereinafter called "the Employer");

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter called "the Union");

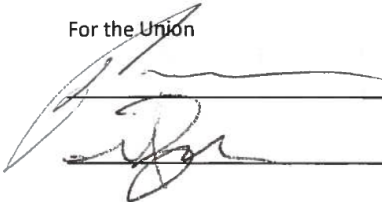
The Employer and the Union agree to a Performance Pay Incentive with measures as detailed in the attached Performance Measures Document.

The parties agree to the following principles, provided however, that nothing in this Letter of Understanding shall be construed as altering the existing rights and/or obligations of either party under the Collective Agreement, except as specifically provided herein and that this agreement is based on a principle of productivity and focusing the workforce on key performance initiatives.

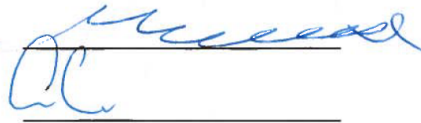
1. In any given year that the minimum Department goals are attained, as indicated in the Performance Measures all IAFF employees shall be provided with an additional one-half percent (1/2%) of base pay, to be known as Performance Pay.
2. The parties shall review the Department measured performances no later than January 31<sup>st</sup> of the following year.
3. Should performance measures indicate that Performance Pay shall be awarded, all employees will receive Performance Pay to be directed to a Financial Institute of the Union's choice for a Post-Retirement Benefits account no later than the final pay period of February in the following year.

The parties agree that the Performance Measures may be revised by mutual agreement.

For the Union



For the Employer



Dated Aug 15 2014

**LETTER OF UNDERSTANDING #10**

**RE: Emergency Vehicle Technicians**

Between the

**CITY OF SURREY**

and the

**SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS**

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE CITY OF SURREY (hereinafter called "the Employer");

AND

THE UNDERSIGNED BARGAINING REPRESENTATIVES ACTING ON BEHALF OF THE SURREY FIRE FIGHTERS' ASSOCIATION, LOCAL 1271 (hereinafter called "the Union");

The Employer and the Union recognize the training of Emergency Vehicle Technicians (EVT) to an appropriate level enhances the safety of the public and emergency responders.

Both parties agree to the following principles, provided however, that nothing in this Letter of Understanding shall be construed as altering the existing rights and/or obligations of either party under the Collective Agreement, except as specifically provided herein and that this arrangement is based on a principle of "No Loss" to either the Union or the Employer.

All Surrey Fire Service EVT's will maintain their EVT certification to the appropriate level of their pay scale and all other licenses and certifications as outlined in the Surrey Fire Service Emergency Vehicle Technician job classification.

**EVT I**

All apprentice mechanics must obtain EVT I certification prior to receiving the 6<sup>th</sup> 6 month pay as per schedule "A".

**EVT II**

All certified Commercial Transport Mechanics must obtain an EVT II certification within 24 months of becoming a certified mechanic.

EVT III

The EVT III position is awarded to the successful employee responding to a posting and will be the senior mechanic with EVT II certification. The employee will have one year to become certified as an EVT III or will be deemed to have failed his opportunity and resort back to his former position and the next senior applicant will be promoted to the EVTIII position.

Training and testing expenses for EVT certification will be the responsibility of the Employer. Studying and homework will be on the Employees time and will not be compensated by the Employer.

For the Union

For the Employer

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Dated \_\_\_\_\_