

*January 1, 2013 to December 31, 2019*

**COLLECTIVE AGREEMENT**

**BETWEEN**

**THE CITY OF KELOWNA**

**- AND -**

**THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS,  
LOCAL 953**

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
ARTICLE 1: COVERAGE.....	1
ARTICLE 2: TERM OF AGREEMENT .....	1
ARTICLE 3: UNION SECURITY.....	1
ARTICLE 4: HOURS OF WORK .....	2
ARTICLE 5: OVERTIME & CALL-OUT.....	3
ARTICLE 6: COURT APPEARANCE .....	4
ARTICLE 7: CHANGES IN WORKING CONDITIONS.....	4
ARTICLE 8: VACANCIES - POSTING OF POSITIONS .....	4
ARTICLE 9: DISMISSALS, LAYOFFS, SUSPENSIONS & DEMOTIONS.....	5
ARTICLE 10: PROBATION, SENIORITY & PROMOTION.....	5
ARTICLE 11: WORK COVERAGE .....	6
ARTICLE 12: GENERAL .....	7
ARTICLE 13: LEAVE OF ABSENCE.....	7
ARTICLE 14: SICK LEAVE & LONG TERM DISABILITY PLANS.....	9
ARTICLE 15: WORKERS' COMPENSATION.....	10
ARTICLE 16: HEALTH & WELFARE COVERAGE.....	10
ARTICLE 17: PENSION PLAN & RETIREMENT .....	12
ARTICLE 18: ANNUAL VACATION .....	12
ARTICLE 19: STATUTORY HOLIDAYS.....	13
ARTICLE 20: CLOTHING .....	15
ARTICLE 21: GRIEVANCE & ARBITRATION PROCEDURE .....	17
ARTICLE 22: TECHNOLOGICAL CHANGE.....	18
ARTICLE 23 DISPATCH CENTRE.....	19
ADDENDUM TO COVER ADDITIONAL MATTERS .....	22
ARTICLE 1: STATUTORY HOLIDAYS & ANNUAL VACATION .....	22
ADDENDUM TO COVER ADDITIONAL MATTERS .....	24
ARTICLE 2: PAST PRACTICE.....	24
LETTER OF UNDERSTANDING #1 .....	25
LETTER OF UNDERSTANDING #2 .....	26
LETTER OF UNDERSTANDING #3 .....	27
PLATOON CAPTAIN, TRAINING OFFICER, FIRE PREVENTION OFFICER .....	27

**THIS AGREEMENT MADE AND ENTERED INTO  
ON THE 15th DAY OF June, 2015.**

**BETWEEN: THE CITY OF KELOWNA** (hereinafter called the "City")  
**PARTY OF THE FIRST PART**

**AND: THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953**  
(hereinafter called the "Union")  
**PARTY OF THE SECOND PART**

**ARTICLE 1: COVERAGE**

- 1.01 WHEREAS the City is an Employer within the meaning of the Labour Relations Code;
- 1.02 AND WHEREAS the Union is the duly certified bargaining authority for those employees of the City employed as Fire Department Personnel at Kelowna, British Columbia, excepting the Fire Chief, Deputy Fire Chief and Finance Supervisor;
- 1.03 AND WHEREAS this Agreement constitutes the wages and working conditions for the employees in respect of whom the Union is so certified;
- 1.04 NOW, THEREFORE, the parties hereto agree as follows:

**ARTICLE 2: TERM OF AGREEMENT**

- 2.01 This agreement will be effective January 1, 2013 and will be in effect until December 31, 2019 at midnight.
- 2.02 The parties to this Agreement hereby specifically exclude the operation of Subsections 2 and 3 of Section 50 of the Labour Relations Code.

**ARTICLE 3: UNION SECURITY**

- 3.01 All employees covered by the Union Certificate of bargaining authority shall pay a monthly fee to the Union, equal to the Union's monthly dues. It is further agreed that any employee hired by the City during the term of this Agreement shall become a member of the Union immediately following six (6) months employment and shall maintain membership in good standing in the Union as a condition of employment. Deductions shall be made from the payroll bi-weekly, and shall be forwarded to the Treasurer of the Union not later than the 10<sup>th</sup> day of the month following, accompanied by a list of all employees from whose wages the deduction shall have been made.

**ARTICLE 4: HOURS OF WORK**

- 4.01 *The Fire Department shall be operated in accordance with the Fire Department Act, Chapter 143 of the Revised Statutes of British Columbia, 2011, and amendments thereto.*
- 4.02 *The basic work week for all employees, except as may be provided in the Addendum, shall consist of an average of not more than forty-two (42) hours per week. Shifts shall be two (2) ten (10) hour day shifts, followed by two (2) fourteen (14) hour night shifts, followed by four (4) consecutive days off.*
- 4.03 *The Training Branch, Fire Prevention Branch and Administration Officer will work flexible hours when requested to do so by the City. A minimum of (48) hours notice shall be provided unless mutually agreed to between the employee and the City.*
- 4.04 *A work week of 40 hours per week composed of 4 - 10 hour days shall prevail for the Fire Prevention Branch.*
- 4.05 *A work week of 35 hours per week composed of 5 - 7 hour days shall prevail for the following classifications:*

*Secretary  
Clerk/Typist*

- 4.06 *The four (4) least senior suppression members in the bargaining unit will be employed as Flex Firefighters to be hired July 1, 2011. As additional Fire firefighters are hired to increase staffing levels, the number of flex fire fighters may be increased based on operational needs in consultation with the union.*

*Flex Firefighters shall work a flexible work week comprised of scheduled days, nights and relief shifts. The work week will consist of an average of 42 hours per week, averaged over a total of 2,184 hours annually.*

*All attempts will be made to configure the work schedule to two (2) ten (10) hour day shifts followed by two (2) fourteen (14) hour night shifts.*

*All Attempts will be made to schedule days off after an extended tour of duty.*

*All Attempts will be made to give Flex Fire Fighters a minimum of twenty four (24) hours' notice for schedule changes. Less than twenty four (24) hours' notice shall not be the norm, but the exception.*

*Flex Firefighters shall not be required to work more than twenty-four (24) hours straight without a break of twenty-four (24) consecutive hours.*

*The City shall assign Flex Firefighters to a platoon(s) for the purpose of providing relief; and for the purpose of taking annual vacation and statutory holidays.*

*The Flex Firefighters shall select vacation under the direction of the Fire Chief or his designate as per the Operational Guidelines.*

*When a complete tour of vacation is taken (4 shifts), all attempts will be made to schedule in such a way as to allow a minimum of 8 consecutive days off.*

*The scheduling of hours of work for Flex Firefighters shall be at the discretion of the Fire Chief or his designate.*

#### **ARTICLE 5: OVERTIME & CALL-OUT**

- 5.01** *An employee reporting for work on the call of the City at any time other than their regular working hours, shall be paid at the rate of two (2) times their regular rate of pay with a minimum of two (2) hours at this rate.*

*Overtime shall be calculated from the time the call is received by the employee until released from duty. Overtime beyond the two (2) hour minimum will be calculated in 15 minute intervals rounded up to the next nearest interval.*

- 5.02** *All time worked beyond or preceding the employee's regular work day or regular shift, at the request of the City, shall be deemed to be overtime and shall be paid at time and one half (1 ½) for the first two(2) hours and double (2) time thereafter. This does not include telephone call out.*

*Overtime shall be calculated in 15 minute intervals rounded up to the next nearest interval.*

#### **Effective January 1, 2016 for Articles 5.03 through 5.07**

- 5.03** *Notwithstanding Article 5.01 and 5.02, an employee reporting to work, for a full shift only, at the call of the City, at any time other than their regular working hours, shall be paid at one and one-half (1 ½) times their normal rate.*

*All shift coverage as outlined above shall be covered by an employee of equal rank.*

*Should an employee of an Officer rank, accept a shift of a Fire Fighter, the rate shall be paid at one and a half (1 ½) times the tenth year Fire Fighter rate.*

*When Shift Coverage is required due to an unplanned Officer absence, the said Officer shall be replaced by a Confirmed Officer and shall be paid at one and a half (1 ½) times the rate of the vacant position unless it is possible to schedule in such a way as to avoid over time.*

- 5.04** *If the City requires an employee to attend a training course on the employee's scheduled day(s) off, the employee will be paid at their regular rate of pay for time spent at such training. An employee who attends an employment related course of his/her own choosing on his/her scheduled day(s) off is not entitled to pay for that time.*

- 5.05** *If the City requires an employee to attend a meeting on the employee's scheduled day(s) off, the employee will be paid at their regular rate of pay for the time spent in the meeting.*
- 5.06** *An employee who works additional hours as described in Article 5.04 (training course) or Article 5.05 (meetings) will be entitled to bank up to 60 hours at one and one half (1½) times his/her normal rate, which can then be scheduled as time off provided the employee ensures there is adequate shift coverage.*

*Adequate shift coverage means that the requested leave can be covered with existing, scheduled staff. Adequate shift coverage is determined at the time of the request in consideration of all known employee absences including scheduled vacation, training, bereavement and jury leave and short term sick leave absences. Once approved, the leave may not be cancelled due to additional unforeseen absences.*

*Pay outs from the bank will be converted back to straight time rates / regular rates as per article 5.04 and 5.05.*

- 5.07** *If the City designates an employee to be an instructor for First Medical Responder, Technical Rescue, Swift Water Rescue, Hazardous Materials, Ice Rescue, EVO or any other specialized duties, the employee shall be paid at the rate of Assistant Training Officer pay with a minimum of four (4) hours pay, unless the training is split into 2 or more sessions due to operational requirements. All candidates for specialized training shall be given the opportunity for such training on the basis of seniority.*

#### **ARTICLE 6: COURT APPEARANCE**

- 6.01** *When an employee is summoned to jury duty, subpoenaed as a witness for the City or represents the City in his official capacity, leave of absence with pay shall be granted. Pay for the court leave shall be at the employee's regular rate of pay. Should an employee be subpoenaed as a witness for the City or represent the City in court on his day off, he shall be paid at one and on-half (1 ½) times his/her regular rate of pay with a minimum of three (3) hours at this rate. Court fees paid to the employees for the above shall be forwarded to the City.*

#### **ARTICLE 7: CHANGES IN WORKING CONDITIONS**

- 7.01** *Any significant changes in working conditions shall be referred to the Labour Management Committee, before any such changes are put into effect.*

#### **ARTICLE 8: VACANCIES - POSTING OF POSITIONS**

- 8.01** *When a vacancy occurs, in any class of employment or a new position is created, which comes within the scope of this Agreement, notice of such vacancy or new position shall be posted electronically on the City Website for ten (10) calendar days prior to the closing of the posting. Postings will also be e-mailed to all members and displayed on Fire Hall bulletin boards.*

**ARTICLE 9: DISMISSALS, LAYOFFS, SUSPENSIONS & DEMOTIONS**

**Effective January 1, 2016 for Article 9.01**

9.01 When a regular employee of the Fire Department is laid off or terminated for other than "just cause", he/she shall be given thirty (30) days notice, or in lieu thereof, one month's pay. In the event of a reduction of staff in a particular branch, branch seniority shall govern. The effected member(s) will be allowed to displace the least senior position in another branch based on bargaining unit seniority provided that the member(s) meets the qualifications or standards of that branch. Branches shall be defined as follows:

- Fire Suppression Branch
- Fire Prevention Branch
- Fire Dispatch Branch (includes Administration Officers)
- Administration Branch (clerical)
- Training Branch

9.02 Any employee of the Fire Department may be suspended or dismissed immediately, for just cause, without pay from the date of such suspension or dismissal.

9.03 In the event of dismissal, suspension, termination or demotion of an employee, the Employer will confirm in writing to the employee, the particulars for such action.

9.04 Any employee who has been wrongly dismissed, suspended or demoted by the City, and who is later reinstated, other than through the provisions of the Grievance and Arbitration Procedure, shall be compensated in full for all time lost, less any earnings he/she may have accrued through other employment during the period of his/her dismissal, suspension or demotion.

**ARTICLE 10: PROBATION, SENIORITY & PROMOTION**

10.01 It is agreed that new employees shall be on probation until they have completed nine (9) months satisfactory service after being assigned to a position and that during this period of service shall acquire no seniority.

10.02 Upon completion of such service, an employee's seniority shall be calculated from the date the employee commenced employment with the Fire Department.

10.03 Employees appointed, promoted or transferred shall serve a six (6) month period of probation from the date of appointment, promotion or transfer. If, during or immediately following the six (6) months probationary period, the City can prove that the employee is incapable of fulfilling the duties of the new position, the employee shall relinquish the new position but shall have the privilege of reverting to his/her former classification without loss of seniority.

10.04 Employees appointed or promoted to a position not subject to this Agreement, shall retain, but not accumulate seniority for a period not to exceed six (6) months. Should an employee return to the bargaining unit, within the six (6) month period, he/she shall return to his/her previous classification.

**10.05** *The City agrees that wherever and whenever possible, vacancies as set out in Schedule "A", whether for an existing or newly created position shall be filled from the existing membership of the bargaining unit.*

*A fair and adequate opportunity shall be given to members of the bargaining unit to qualify for promotion as provided for in the City's Promotional Policy.*

*Promotions/Vacancies shall be made on the basis of seniority within each Branch first, Bargaining Unit seniority second, and subject to the criteria set out in the Promotional Policy. Branches consist of*

- *Fire Suppression Branch*
- *Fire Prevention Branch*
- *Fire Dispatch Branch (includes Administration Officers)*
- *Administration Branch (clerical)*
- *Training Branch*

**10.06** *Pay for Acting Senior Capacity*

*Each employee who is assigned by the Fire Chief, or his/her authorized representative, to accept the responsibility of and carry out the duties of a position or rank senior to that which he/she normally holds, shall be paid at the rate for the senior position or rank while so acting. Specialty Team Leaders shall be paid the Captain's rate of pay during incidents.*

**10.07** *A Fire Prevention Inspector I, who has 3 years of satisfactory service as a Fire Inspector I, and who has successfully completed the requisite Fire Inspection courses designated by the Fire Department, will be advanced to a Fire Inspector II.*

**10.08** *The Employer will supply the Union with a quarterly seniority list.*

**ARTICLE 11: WORK COVERAGE**

**11.01** *It is agreed that nothing in this Article shall prevent the City from requiring an employee to perform, as a condition of the employee's job as a Fire Fighter, any work or duty in connection with the Provincial Emergency Program, including training, national survival exercises and action in the event of war or national emergency and in the event of catastrophes.*

**11.02** *The Employer shall not, as a condition of the employee's job as a Fire Fighter, require him, nor shall any employee covered by this Agreement, be required to perform any work or duty not connected with:*

- (a) *The prevention and suppression of fire.*
- (b) *Normal rescue and safety services.*
- (c) *The routine housekeeping and routine maintenance of Fire Department equipment and real property related thereto. The City shall not compel any employee of the Fire Department to use special skills which they as individuals may possess. The painting of Fire Hall floors shall continue as in the past*



## **ARTICLE 12: GENERAL**

- 12.01 Employees, in the course of their employment, may be required to undergo a thorough medical examination, as required by the City, and the Medical Officer, who shall be appointed by the City, shall submit a report to the City indicating the status of the employee's health and whether or not he/she is able to carry out the normal duties to which he/she is assigned. The costs of such medical examination will be borne by the City.
- 12.02 At the discretion of the Fire Chief or designated officer, the City shall provide nourishment at any major conflagrations.
- 12.03 Any employee coming within the scope of this Agreement will be granted the services of the City Solicitor, without charge, for the purpose of representing him, who, as a result of any matter arising out of, or in the course of, his/her normal work duties and/or assignments, is personally involved in a legal or court action. Should the employee be proven guilty of gross negligence in a Court of Law, then the employee shall reimburse the Employer for all legal costs in representing him.
- 12.04 The City will not discriminate against any member of the Union by reason of Union activities.
- 12.05 All employees shall have access to their personnel file. Any employee may respond in writing to any report on their personnel file and such response shall become part of the file.
- 12.06 All disciplinary letters or any other reports that exist in an employee's file shall be reviewed annually and removed if and when the Fire Chief considers the reports are no longer relevant.
- 12.07 **Telephone**

Every employee covered by this agreement, shall have at all times and at the employee's own expense, a telephone and/or cell phone in good working order.

## **ARTICLE 13: LEAVE OF ABSENCE**

### **13.01 (a) Labour Management Relations Committee**

A Labour Management Committee shall be appointed, consisting of Union members as appointees, and representatives of the Employer as appointees.

### **(b) Function of the Labour Management Relations Committee**

All matters of mutual concern pertaining to performance of work, operational problems, and general working conditions arising during the term of this Agreement, shall be referred to the Labour Management Relations Committee for discussion and, if possible, settlement by the Committee. Grievances, as defined in Article 21 of this Agreement, shall be dealt with under the provisions of said Article and shall not be referred to the Labour Management Relations Committee.

- (i) Minutes will be taken and provided for each meeting.
- (ii) Meetings will be conducted from an agenda prepared forty-eight (48) hours prior to the meetings.
- (iii) Meetings will be held on a regular basis, once a month, but may be called more often by either party.

(c) **Labour Management Meetings**

Members of the executive who leave work to attend a Labour Management Meeting with representatives of the City shall suffer no loss of pay for such time as required for a meeting during normal working hours.

**13.02 Leave for Union and Other Purposes**

An employee who is appointed or elected to a full time position with the International Association of Fire Fighters or the British Columbia Professional Fire Fighters' Association, or if accepted to an institute of learning under labour sponsorship, shall, if he/she so requests in writing, be granted leave of absence without pay and without loss of seniority for a period not exceeding one year. Such leave may be granted or renewed by mutual agreement between the City and Union, subject to Departmental operational requirements.

**13.03 (a) Bereavement Leave**

In the event of a death in the immediate family of an employee, or an employee's spouse, the Employer shall grant a maximum of 3 regularly scheduled consecutive work days leave without loss of pay or benefits. "Immediate family" shall mean: child, step-child, parents, brother, sister, grandparents, grandchild, step parent, foster child, foster parent, aunt, uncle niece, nephew, fiancée; and the employee's son-in-law, daughter-in-law, sister-in-law and brother-in-law. Additional leave of absence with pay for travel may be granted in accordance with City of Kelowna corporate Policy.

A maximum of 2 additional days leave without loss of pay or benefits will be granted in the event of the death of an employee's spouse.

(b) **Compassionate Leave**

Compassionate leave may be granted, with pay, at the sole discretion of the Fire Chief or his/her designate.

**13.04 Maternity, Pregnancy, & Parental Leave**

An employee shall be entitled to maternity, pregnancy and parental leave in accordance with the law of the Province of British Columbia.

13.05 The Employer shall grant leave of absence without pay and without loss of seniority to an employee requesting such leave for good and sufficient reason; provided the employee's request is in writing and the granting of such leave shall be subject to the Employer's approval.

#### **ARTICLE 14: SICK LEAVE & LONG TERM DISABILITY PLANS**

**Effective January 1, 2016 for Article 14.01 and 14.09**

##### **14.01 Sick Leave Program**

A Sick Leave program, providing up to 26 weeks coverage for employees who qualify for sick leave, shall be implemented at no cost to the employee.

Employees who are absent due to sickness or non-occupational accident and have incurred three (3) such occurrences in a calendar year shall not receive pay for the first day of absence for the fourth (4th) and subsequent occurrences.

##### **14.02 Long Term Disability**

A Long Term Disability Plan will be available to regular employees working a 35, 40 or 42 hour week.

##### **14.03 Benefit**

In the event an employee becomes totally disabled as a result of sickness or accident, then, after an employee has been totally disabled for 26 weeks and has exhausted any sick leave entitlements, the employee shall be eligible to receive a monthly benefit equal to the sum of:

- (a) 66 2/3 percent of the first \$1,500 of monthly earnings,
- (b) 50 percent of monthly earnings above \$1,500.

For purposes of the foregoing, earnings shall mean basic monthly earnings as at the date of disability as determined by the Employer.

The Long Term Disability benefit payment will be made so long as the employee remains totally disabled and will cease on the date the employee reaches maximum retirement age, recovers, or dies, whichever occurs first.

##### **14.04 General Principles**

Participation in the Long Term Disability Plan is a condition of employment.

14.05 The premium cost for Long Term Disability shall be paid by the employee.

14.06 New employees shall be eligible for sick leave commencing the first day of the month following completion of 5 months of employment.

**14.07** *Subject to the conditions of the Long Term Disability Policy, new employees shall be eligible for enrollment in the Long Term Disability Plan on the first (1<sup>st</sup>) day of the month following five (5) months of employment.*

**14.08** *In the event of a layoff, coverage for the Sick Leave program and the Long Term Disability Plan shall cease unless the employee was disabled prior to any layoff.*

**14.09** **Medical Forms**

*With the exception of forms needed to substantiate an initial claim or absence, costs associated with medical forms required by the employer shall be paid by the employer including the cost of medical forms needed to renew a driver's license for employees working in the Fire Suppression and Fire Training branches.*

**ARTICLE 15: WORKERS' COMPENSATION**

**15.01** *Every employee covered by this Agreement, who is absent from his/her duties due to injuries received while on duty, shall receive from the City his/her normal net take home pay during such absence from duty, provided that payment of said normal net take home pay shall continue only as long as the employee continues to receive Workers' Compensation payment in respect to such injury; and provided further, that all compensation to which he/she is entitled is paid direct from the Workers' Compensation Board to the City. The employee's usual deductions shall be deducted from the employee's regular rate of pay. The provisions of this Section do not apply where an employee is permanently incapacitated from serving as a Fire Fighter and is in receipt of Workers' Compensation Board Pension.*

**ARTICLE 16: HEALTH & WELFARE COVERAGE**

**16.01** **Group Life Insurance**

*Group Life Insurance for each qualified employee, equivalent to twice the base rate extended to an annual amount at no cost to the employee.*

**16.02** **Accidental Death and Dismemberment**

*Accidental Death and Dismemberment for each qualified employee equivalent to double indemnity at no cost to the employee.*

**16.03** **Medical Services Plan**

*Each qualified employee shall be enrolled in the Medical Services Plan and the premium shall be paid 100% by the Employer.*

#### **16.04 Extended Health Benefit**

*Each qualified employee shall be eligible for Extended Health Benefits at no cost to the employee. The Plan will provide the noted basic provisions and other benefits as listed in the employee online benefit handbook effective June 15, 2015 and updated January 1, 2016.*

*\$50 per year deductible*

*\$1,000,000 lifetime EHB limit*

*Prescription drugs reimbursed at 80%. Each Employee provided with a Pay Direct Drug Card (Generic Options Plan)*

*Vision care coverage of \$300 every two (2) calendar years reimbursed at 100% for glasses, contacts or laser surgery effective January 1, 2016*

*Eye Exams covered \$100 every two (2) calendar years effective January 1, 2016*

*Chiropractor and Naturopaths \$200 per calendar year*

*Physiotherapist and Massage Therapist \$500 per calendar year effective January 1, 2016*

#### **16.05 Dental Plan**

*A dental Plan will be provided and the premium costs for the Dental Plan shall be paid by the Employer. The Plan will provide the noted basic provisions and other benefits as listed in the employee online benefit handbook effective June 15, 2015 and updated January 1, 2016.*

*Level I (Basic Services) and Level II (Supplementary Services) 100%*

*Level III (Dentures) and Level IV (Major Restorative Services) 50% (based on the Schedule of Benefits)*

*Level V (Orthodontics) 50% lifetime limit of \$3,000 effective January 1, 2016*

#### **16.06 General Principles**

- (a) Participation in the aforementioned Plans, with the exception of medical coverage, shall be a condition of employment.*
- (b) Medical coverage eligibility shall be from the first day of the month following the month employment started.*
- (c) Extended Health Benefits and Dental coverage eligibility shall be the first of the month following six (6) months of employment. Group Life and Accidental Death and Dismemberment shall commence on the first day of employment.*

- (d) *During layoff, the Employer shall continue its share of the monthly premium for a maximum of six (6) months beyond the day of layoff, providing the employee contributes his/her own share during the six (6) month period. The 6 months premium shall be deducted from the employee's last cheque prior to layoff.*

#### **ARTICLE 17: PENSION PLAN & RETIREMENT**

- 17.01** *The provisions of the Public Sector Pensions Plans Act and amendments thereto shall apply to all employees.*
- 17.02** (a) *Group 5 employees of the Fire Department shall, upon reaching the maximum age of sixty (60) years, be retired from the Fire Department, effective the end of the calendar month in which they reach their sixtieth (60th) birthday.*
  - (b) *Group 1 and 4 employees of the Fire Department shall, upon reaching the maximum age of sixty-five (65) years, be retired from the Fire Department, effective the end of the calendar month in which they reach their sixty-fifth (65th) birthday.*
- 17.03** *Each employee shall take all due annual vacation and Statutory Holiday time and all accumulated vacation time prior to the effective date of such employee's pension commencement.*
- 17.04** *All pension buy back or purchase of service shall be done in accordance with the rules of the Municipal Pension Plan.*

#### **ARTICLE 18: ANNUAL VACATION**

- 18.01** *Vacation year - defined in Addendum.*

*An employee shall not be entitled to earn annual vacation when he or she is off work on Long Term Disability or unpaid leave. In the event that an employee is placed on Long Term Disability, he or she shall not earn annual vacation entitlement for the twenty-six (26) week period of sick leave immediately preceding said Long Term Disability.*

- 18.02** (a) *Employees leaving the service in less than the twelve (12) months from the date of employment shall be granted vacation pay in accordance with the Annual and General Holidays Act.*
- (b) *An employee who has completed one (1) but less than ten (10) years service at the end of the vacation year shall be entitled to a paid vacation of twelve (12) working shifts. Payment for such vacation shall be at the employee's regular rate of pay.*
- (c) *An employee who has completed ten (10) but less than twenty (20) years service at the end of the vacation year shall be entitled to a paid vacation of sixteen (16) working shifts. Payment for such vacation shall be at the employee's regular rate of pay.*

- (d) An employee who has completed twenty (20) or more years of service at the end of the vacation year shall be entitled to a paid vacation of twenty (20) working shifts. Payment for such vacation shall be at the employee's regular rate of pay.

**18.03 Vacation for Thirty-Five (35) and Forty (40) Hour Fire Department Employees**

- (a) Employees leaving the service in less than the twelve (12) months from the date of employment shall be granted vacation pay in accordance with the Annual and General Holidays Act.
- (b) After the completion of one (1) year continuous service, but less than ten (10) years continuous service in the Fire Department - three (3) work weeks.
- (c) After the completion of ten (10) years continuous service, but less than twenty (20) years continuous service in the Fire Department - four (4) work weeks.
- (d) After the completion of twenty (20) years continuous service in the Fire Department - five (5) work weeks.

**18.04** All vacation periods are to be approved by the Fire Chief or his/her designate (see Addendum).

**18.05 Cancellation of Vacation**

- (a) If an employee is on sick leave, Long Term Disability, Bereavement or Compassionate Leave before vacation commences, said vacation may be postponed to a later date.
- (b) If vacation is postponed for reasons cited in 18.05(a), said vacation shall be rescheduled at the Employer's discretion.

**18.06** All vacation shall start on the first day of a day shift (except as otherwise mutually agreed).

**ARTICLE 19: STATUTORY HOLIDAYS**

**19.01 (a)** All employees covered by this Agreement and engaged in the type of work required to be performed continuously, throughout the year, shall receive twelve (12) working days holiday in lieu of Statutory Holidays as set out below:

New Year's Day	Good Friday
Easter Monday	Victoria Day
Canada Day	British Columbia Day
Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day	Family Day

and any other day proclaimed or declared by the Federal or Provincial Government or the Municipal Council as a holiday.

- (b) No employee shall receive holiday pay for a Statutory or Public Holiday unless he/she has been continuously employed for a period of thirty (30) calendar days immediately preceding the holiday. In addition, an employee shall not be entitled to a working shift holiday or portions thereof in lieu of a Statutory Holiday for hours not worked due to time off while on Long Term Disability or unpaid leave. In the event that an employee is placed on Long Term Disability he or she shall not earn Statutory Holiday entitlement for the period that he or she is on sick leave immediately preceding said Long Term Disability. The calculation of time to be deducted from entitlement shall be as follows:

$$\frac{\text{Hours not worked}}{2184} \times 132 = \text{Hours to be deducted}$$

(c) **Cancellation of Statutory Holiday**

If an employee is on sick leave, Long Term Disability, Bereavement Leave or Compassionate Leave before Statutory Holiday(s) commence, said Statutory Holiday(s) may be rescheduled to a later date.

- (d) Statutory Holidays may be taken as one or more shifts consecutively with prior approval of the Fire Chief or his/her designate.

**19.02 Entitlement - Others**

Those employees working other than a continuous shift, are entitled to a holiday with pay on each of the following Statutory Holidays, providing such holiday falls on, or is observed, Monday to Friday inclusive:

New Year's Day	Good Friday
Easter Monday	Victoria Day
Canada Day	British Columbia Day
Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day	Family Day

and any other day proclaimed or declared by the Federal or Provincial Government or the Municipal Council as a holiday. When one of these Statutory Holidays falls on an employee's normal day off, an employee shall receive a day off with pay in lieu of such holiday.

The City will implement the following procedure for Fire Prevention Branch and Training Officers who elect to accumulate holidays which occur on their designated day of rest:

- (a) Employees involved must notify the Fire Chief at the beginning of each year whether or not they wish to take Statutory Holidays off which occur on their designated day of rest as they occur or en bloc.



- (b) *Employees who elect to take Statutory Holidays off en bloc, as provided for in (a) above, must be scheduled on the same basis as annual vacation scheduling.*
- (c) *Statutory Holidays which occur on an employee's normal work day are to be taken off as they occur.*
- (d) *All Statutory Holidays as referred to herein are to be taken off in the year in which they occur.*

**ARTICLE 20: CLOTHING**

*Upon completion of the nine (9) month probation period, the City will provide a complete uniform to all employees covered by this Agreement, as follows:*

- (a) *One (1) Cap and Cap Badge*
- (b) *One (1) Dress Long Sleeve Uniform Shirt*
- (c) *One (1) Dress Tunic*
- (d) *One (1) Job Shirt*
- (e) *Two (2) Pairs Station Wear Uniform Trousers, skirts or slacks for female employees*
- (f) *Four (4) Station Wear Uniform Shirts*
- (g) *Four (4) Station Wear T Shirts*
- (h) *One (1) Pair Station Boots or Shoes*
- (i) *One (1) Winter Jacket*
- (j) *One (1) Tie*
- (k) *One (1) Name Tag*
- (l) *One (1) Belt*
- (m) *Two (2) Pair Light Socks*
- (n) *Two (2) Pair Heavy Socks*

*In addition to the clothing items in article 20.01, the following will be provided to the Suppression Branch, Training Branch, and Fire Prevention Branch.*

- (a) *Two (2) Carbon X Shirts*
- (b) *Two (2) Carbon X Pants*

**20.02 Clothing Allowance**

*On the employee's first anniversary date, and each succeeding anniversary date (as defined in Article 20.04), the employee shall receive twenty-five (25) clothing points each anniversary to accumulation to a maximum of one hundred and twenty-five (125) points. Each item of clothing shall be assigned point value, whereby, the item purchased will be debited against his/her accumulated total. In no case shall an employee exceed the maximum credit points accumulated by the employee. At the end of the fifth (5<sup>th</sup>) anniversary, all remaining points shall be forfeited and the employee shall start the next accumulative five (5) year period with twenty-five (25) points per anniversary.*

**20.03 Clothing Order**

*Clothing orders will be placed once per calendar year as follows:*

- (a) *Each employee will not be entitled to more than 1 pair of shoes (or boots in lieu of shoes) per year and 1 short or long nylon winter jacket every 5 years.*
- (b) *The clothing issued shall be in accordance to the standard uniform as authorized by the City of Kelowna Fire Chief.*
- (c) *In the event that an employee requires extra clothing due to unforeseen circumstances, a committee composed of the Management and Local 953 will be struck to look into the matter. This clothing will be replaced through the point system.*

**20.04 Clothing Anniversary Date**

*For the purpose of calculating the clothing points, the anniversary date shall mean January 1 of each year.*

**20.05 Clothing Points Value**

• Tunic	11.5
• Pants	4.5
• Nylon winter jacket	8.0
• Shirts	1.5
• Cap	3.0
• Shoes or boots	5.5
• Tie	.5
• ½ resole shoe	2.0
• Full resole shoe	3.0
• Belts	1.5
• Socks	.5
• Turn-out wear shirts	1.5
• Turn-out wear pants	1.5

**20.06 Fire Fighter Equipment Issue**

*All new Fire Fighters will be issued with one set of protective equipment, as required by Workers' Compensation Board regulations and Department policy, which will be renewed or replaced as required.*

**20.07 Dry-cleaning**

*Dry-cleaning will be provided for an employee whose clothing is soiled from working conditions beyond the control of the employee. The Fire Chief may authorize the dry-cleaning of employees' apparel when, in his/her opinion, the circumstances are warranted.*

**ARTICLE 21: GRIEVANCE & ARBITRATION PROCEDURE**

**21.01 Grievance Procedure**

*Should any difference arise between either party to this Agreement concerning its interpretation, application, operation or alleged violation thereof, there shall be no stoppage of work or change of operation or personnel on account of such difference and such difference shall be finally and conclusively settled under and by the following procedure.*

**21.02** *The Union shall appoint a Grievance Committee and notify the City of the appointment and personnel of same; said Committee shall consist of not more than four (4) persons.*

**21.03 Permission to Leave Work**

*Union officials and members of the Grievance Committee shall be permitted time off to handle grievances without loss of pay, provided they have first sought and obtained permission to be absent from their regular duties for that purpose, which permission shall not be unreasonably withheld.*

**21.04 (a) First Stage**

*The grievance will be brought forward to the Assistant Chief within fourteen (14) calendar days of the Union becoming aware of the circumstances.*

**(b) Second Stage**

*If the alleged grievance is not settled by the Assistant Chief within seven (7) days, the matter shall be referred to the Fire Chief who shall arrange for meetings with the Union within seven (7) days from receipt of such request.*

**(c) Third Stage**

*If the alleged grievance is not settled by the Fire Chief within seven (7) days, the matter shall be referred to the Director of Human Resources or his/her appointee, who shall arrange for meetings with the Union within seven (7) days from receipt of such request.*

**(d) Final Settlement**

*If no settlement is reached with the City within seven (7) days, then the grievance shall be finally and conclusively settled without stoppage of work by submission to a Board of Arbitration.*

**(e) Policy Grievance**

*Grievances which have a general application to all members of the bargaining unit shall be initiated at the second stage of the Grievance Procedure.*

(f) **Witness Fees**

The cost of witnesses called by either party will be borne by the party calling the witness.

**21.05 Arbitration Procedure**

(a) A Board of Arbitration shall consist of three (3) persons; one (1) to be chosen by each party, the third, who shall be the Chairman, to be selected by the two (2) so appointed. The representatives of the parties concerned must meet within seven (7) days of appointment and are allowed a further five (5) days to agree upon a Chairman. Should the members appointed by the parties fail to agree on a Chairman, the said Chairman shall be appointed by the Minister of Labour. The majority decision of the Board shall be final and binding on both parties and each party shall bear the expenses of their Arbitrator and pay one-half (½) of the expenses of the Chairman.

(b) Wherever a stipulated time is mentioned herein, the said time may be extended by mutual consent of the parties.

(c) **Matters not Covered**

Any dispute (as defined in the Labour Relations Code) with respect to matters not covered by the terms of this Agreement, shall be the subject of collective bargaining between the Union and the City.

(d) **Single Arbitrator**

Notwithstanding the foregoing, the parties may mutually agree to the use of a single arbitrator, who will be governed by the provisions of this Article. Failing to agree on a single arbitrator, the provisions of a three man Board will apply.

**ARTICLE 22: TECHNOLOGICAL CHANGE**

**22.01** During the term of this Agreement, any disputes arising in relation to adjustment to technological change shall be discussed between the bargaining representatives of the two parties to this Collective Agreement.

**22.02** Where the City introduces, or intends to introduce, a technological change that:

(a) affects the terms and conditions or security of employment of a significant number of employees to whom this Collective Agreement applies; and

(b) alters significantly the basis upon which the Collective Agreement was negotiated, either party may, if the dispute cannot be settled in direct negotiations, refer the matter directly to an arbitration board pursuant to Article 21 of this Collective Agreement, bypassing all other steps in the grievance procedure.

**22.03** *The Arbitration Board shall decide whether or not the City has introduced, or intends to introduce a technological change, and upon deciding that the City has or intends to introduce a technological change, the Arbitration Board:*

- (a) shall inform the Minister of Labour of its findings; and*
- (b) may then or later make any one or more of the following orders:*
  - (i) that the change be made in accordance with the terms of the Collective Agreement unless the change alters significantly the basis upon which the Collective Agreement was negotiated;*
  - (ii) that the City will not proceed with the technological change for such period, not exceeding ninety (90) days, as the Arbitration Board considers appropriate;*
  - (iii) that the City reinstate any employee displaced by reason of the Technological Change;*
  - (iv) that the City pay to that employee such compensation in respect of his/her displacement as the Arbitration Board considers reasonable.*

**22.04** *The City will give to the Union in writing at least ninety (90) days notice of any intended technological change that:*

- (a) affects the terms and conditions or security of employment of a significant number of employees to whom this Collective Agreement applies; and*
- (b) alters significantly the basis upon which the Collective Agreement was negotiated.*

## **Article 23      DISPATCH CENTRE**

### **23.01 Classifications**

**Casual Dispatch Operators** *are scheduled on an as and when needed basis. Shifts shall be a minimum of four (4) hours in length and shall not exceed fourteen (14) hours.*

*Casual Dispatch Operator probationary periods shall be 1,440 hours worked.*

*Casual Dispatch Operators will receive 14% in lieu of benefits, statutory holidays and vacation. Following completion of 1,440 hours worked, the percent in lieu will increase to 17%.*

*Casual Dispatch Operators shall move into Dispatch Operator 2 positions when a full time, permanent vacancy occurs based on seniority which is based on total hours worked and reset annually.*

*Additional Casual Dispatch Operators will be added based on operational needs in agreement with the Union and not to be unreasonably withheld. The number of Casual Dispatch Operators will not exceed the number of Full Time Dispatchers.*

***Dispatch Operator 2's** are employed on a full time basis. A minimum of eight (8) fulltime Dispatch Operator 2's will be employed before Casual Dispatch Operators are employed.*

*Four (4) Dispatch Operator 2's shall be assigned to a shift as per Article 4.02. The balance of Dispatch Operator 2's will work a flexible work week comprised of scheduled shifts and relief shifts. Scheduled shifts will follow the provisions of Article 4.02 of the Collective Agreement. The work week will consist of an average of 42 hours weekly - averaged over 2,184 hours annually. Every attempt will be made to schedule days off after an extended tour of duty in the dispatch centre.*

***Dispatch Operator 3's** are employed on a full time basis for the purpose of supervision of the dispatch centre. The position is paid at a premium of 10% above the employee's regular rate of pay. Dispatch Operator 3's must be scheduled for a minimum of four (4) hours.*

*The Dispatch Operator 3 will not eliminate the Administration Officer I/II positions.*

*Administration Officer I/II may continue to work relief shifts in Dispatch. The Administration Officer I/II may never work more than an average of forty (40) hours in any week.*

### **23.02 Wages**

*Dispatch wages are outlined in Schedule "B" for Casual Dispatch Operators, Dispatch Operator 2 and Dispatch Operator 3's hired after May 16th, 2014.*

### **23.03 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 the contracting out of the work will occur and will give consideration to the alternatives the Union may propose.*

### **23.04 Grandfathered Employees**

*All fire department employees hired prior to May 16<sup>th</sup>, 2014 shall be grandfathered to all provisions and terms of the current collective agreement, including Schedule A.*



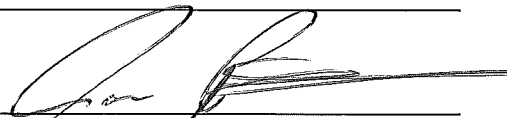

### **Schedule B - Dispatch & Administration:**

*Schedule B shall include all new Dispatch hired after May 16<sup>th</sup>, 2014 and Administration Employees hired after ratification of this collective agreement.*

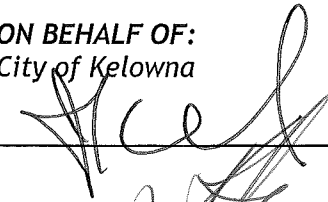
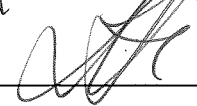
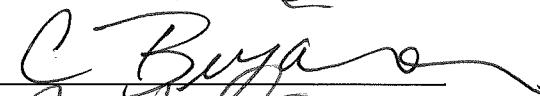

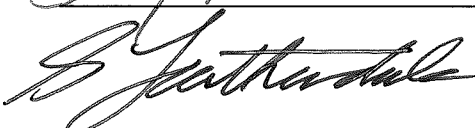
*Wage schedule for existing dispatch operators 2's and 3's (hired prior to May 16<sup>th</sup> 2014), shall be according to Fire Fighter wages outlined in Schedule A, excluding the 10<sup>th</sup> year rate.*

IN WITNESS WHEREOF the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 15th day of June, 2015.

ON BEHALF OF:  
International Association of Fire Fighters

  
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ON BEHALF OF:  
City of Kelowna

  
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**ADDENDUM TO COVER ADDITIONAL MATTERS**

**BETWEEN**

**THE CITY OF KELOWNA**

**- AND -**

**THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953**

**ARTICLE 1: STATUTORY HOLIDAYS & ANNUAL VACATION**

**Granting Vacation Entitlement**

- (a) *All annual vacations shall be taken in the year in which they have been earned, except when they fall in the last calendar week of the year, when a maximum of three (3) shifts may run into the following calendar year.*
  
- (b) *The existing policy shall remain in effect, employee(s) with one (1) year of service shall work from his/her original hire date to the succeeding anniversary date (hire date) before he/she will be entitled to vacations in accordance to Article 18. The employee will be required to take the vacations in the year in which they are earned; e.g. an employee commencing employment on the 30<sup>th</sup> of June 1978, shall work through to the 30<sup>th</sup> of June 1979, before he/she will be entitled to vacations as outlined under Article 18 which would be taken before December 31<sup>st</sup> of that year.*

*Employees with more than (1) year of continuous service, the vacations will be calculated and computed as of January 1<sup>st</sup> of each year. The entitlement will indicate the vacations that will be earned by the employee as of his/her anniversary date in that year.*

*To determine calculations for final pay, in the event an employee severs employment with the Fire Department, vacations will be calculated up to his/her anniversary date in the year he/she terminated. In the event the employee has taken the vacations prior to his/her anniversary date, the time will be adjusted from the preceding anniversary date to termination date and the individual's salary will be adjusted accordingly.*



**ADDENDUM TO COVER ADDITIONAL MATTERS - Article 1 - page 2**

*In the event an employee terminates and the individual owes the City of Kelowna money (due to an overtaking of vacation allotment), the City of Kelowna will make every effort to obtain the monies owed through salaries, severance pay, etc., however, in the event that this is not possible, the International Association of Fire Fighters, Local 953 will reimburse the City of Kelowna the amount of monies owed by the terminating employee.*

**ON BEHALF OF:**  
*International Association of Fire Fighters*

Dennis Miller

Mike Hill

**ON BEHALF OF:**  
*City of Kelowna*

Stuart Leatherdale

Cornelia Bujara

*Original: August 18, 1989  
Renewed: May 6, 1999  
Renewed: July 29, 2004  
Renewed: July 12, 2007  
Renewed: June 15, 2015*

**ADDENDUM TO COVER ADDITIONAL MATTERS**

**BETWEEN**

**THE CITY OF KELOWNA**

**- AND -**

**THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953**

**ARTICLE 2: PAST PRACTICE**

*All "Past Practice" issues will be forwarded to the Fire Department Labour/Management Committee for review and final resolution. Both parties agree to work cooperatively to reach mutual agreement on any such issue. If final agreement cannot be reached through the Labour/Management Committee it shall be referred to the grievance process.*

**ON BEHALF OF:**  
*International Association of Fire Fighters*

Dennis Miller

Mike Hill

**ON BEHALF OF:**  
*City of Kelowna*

Stuart Leatherdale

Cornelia Bujara

*Original: January 23, 2008  
Renewed: June 15, 2015*

**LETTER OF UNDERSTANDING #1**

**BETWEEN: THE CITY OF KELOWNA**

**AND: INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953**

*The following principle will be applicable to a maximum of two (2) members of the Union's negotiating committee who are on the same platoon:*

- (a) When involved in Local issue negotiations, or Regional Bargaining in Kelowna, the City will provide coverage for a maximum of two (2) persons from the duty shift. At the conclusion of direct meetings with the City representatives, the "on duty" personnel will report for duty within two (2) hours from the conclusion of the meetings.*
- (b) The principles contained herein are intended to apply only when involved in direct collective bargaining with the City or its representative(s).*
- (c) Notwithstanding the above, the Union shall have the option of supplying, at no cost to the City, a replacement rather than having the referred to "on duty" personnel returned to work.*

**ON BEHALF OF:**  
*International Association of Fire Fighters*

Dennis Miller

Mike Hill

**ON BEHALF OF:**  
*City of Kelowna*

Stuart Leatherdale

Cornelia Bujara

*Original: January 5, 1982  
Amended: January 9, 1987  
Renewed: May 6, 1999  
Renewed: July 29, 2004  
Renewed: July 12, 2007  
Renewed: June 15, 2015*

**LETTER OF UNDERSTANDING #2**

**BETWEEN: THE CITY OF KELOWNA**

**AND: INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953**

*The parties agree that where an employee has completed ten (10) continuous and satisfactory years of service with the Fire Department, and has qualified and advanced to the Tenth (10<sup>th</sup>) Year Rate, the Tenth (10<sup>th</sup>) Year Rate shall be retained when such employee is appointed to the position of Fire Inspector I.*

**ON BEHALF OF:**  
International Association of Fire Fighters

**ON BEHALF OF:**  
City of Kelowna

Dennis Miller

Stuart Leatherdale

Mike Hill

Cornelia Bujara

Original: July 23, 1990  
Renewed: May 6, 1999  
Renewed: July 29, 2004  
Renewed: July 12, 2007  
Renewed: June 15, 2015

**LETTER OF UNDERSTANDING #3**

**BETWEEN: THE CITY OF KELOWNA**

**AND: INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953**

**PLATOON CAPTAIN, TRAINING OFFICER, FIRE PREVENTION OFFICER**

*It is acknowledged that senior level bargaining unit members are required to manage people, human resources, capital assets, finances and operations.*

*The parties have agreed to reclassify the Platoon Captain, Fire Prevention Officer and Training Officer. This reclassification and compensation increase provides for increased responsibilities based upon the above mentioned operational and strategic goals and objectives. Some examples although not inclusive include the following:*

- Human resources management not including discipline*
- Scheduling of staff to optimize efficiency in the operation*
- Coordinate, assist and provide input on financial programs and systems*
- Coordinate in the management of capital assets, equipment and facilities.*

**ON BEHALF OF:**  
*International Association of Fire Fighters*

\_\_\_\_\_  
*Dennis Miller*

\_\_\_\_\_  
*Mike Hill*

**ON BEHALF OF:**  
*City of Kelowna*

\_\_\_\_\_  
*Stuart Leatherdale*

\_\_\_\_\_  
*Cornelia Bujara*

*Original: October 17, 2011  
Renewed: June 15, 2015*

**LETTER OF UNDERSTANDING #4**

**BETWEEN: THE CITY OF KELOWNA**

**AND: INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 953**

**Kelowna Fire Department Staff participating in Career Recruitment Activities**

*Recruitment of Fire Department staff is the sole responsibility of management. However, the Employer and the Bargaining Unit acknowledge the benefit of having Fire Department Staff participate in portions of the career recruitment program in certain circumstances. When deemed appropriate, Bargaining Unit members may be invited to participate in portions of the recruitment process which includes activities such as: conducting interviews and observing and/or evaluating potential candidates in various recruitment tests.*

*Kelowna Fire Department staff participating in any part of the career recruitment program during their off duty time will be compensated at their normal rate and not entitled to any premium overtime rates.*

**ON BEHALF OF:**  
International Association of Fire Fighters

\_\_\_\_\_  
Dennis Miller

\_\_\_\_\_  
Mike Hill

**ON BEHALF OF:**  
City of Kelowna

\_\_\_\_\_  
Stuart Leatherdale

\_\_\_\_\_  
Cornelia Bujara

Original: April 11, 2012  
Renewed: June 15, 2015

**All existing KFD employees as at May 16, 2014**

Alexander, Mandy	Graf, Scott	Melnyk, Tracy	Skeldon, Robert
Baillie, John	Green, Trent	Miller, Dennis	Sparks, Alana
Barth, Neil	Hall, Steven	Moffat, Robert	Spragge, Trevor
Barton, Pat	Hanik, Tanya	Moore, Brian	Springer, Jonathan
Baudais, Shannon	Hawley, Mike	Moorhouse, Mattew	Stantic, Peter
Benson, Adam	Hill, Michael	Mudge, Robert	Stephens, Kelly
Bonkowski, Glenn	Hill, Tomothy	Nanci, Enzo	Stewart, Craig
Bostock, Bruce	Hogg, Dale	Ness, James	Stoodley, Jason
Brandel, Steve	Hrynew, Shannon	Nykilchuk, Bryan	Syrnyk, Brock
BrownLee, Mike	Jacobson, Ken	Orban, Chris	Szabadi, Tom
Buchanan, Robbie	Jacobson, Kyle	Pacholzuk, Gayanne	Twamley, Jason
Calhoun, Dale	Johnson, Nathan	Paley, Glen	Van De Sype, Russ
Chasca, Danny	Johnson, Paul	Payer, Scott	Volk, Micah
Chatham, Allan	Johnston, Todd	Pellett, Ryan	Wallick, Steve
Clarke, Scott	Johnstone, Pam	Pfenning, Brad	Walroth, Michael
Cockings, Paul	Kakuno, Tracey	Picklyk, Jason	Wentland, Jeremy
Corsi, Ryan	Keating, Larry	Pinda, Ronald	Weremy, Kevin
Cronquist, Scott	Kelly, John	Rooks, Shawn	Wiberg, Kyle
Dais, Jarret	Kiehlbauch, Shayne	Roshinsky, Steven	Wiersma, Larry
Darchuk, Gordon	Kinnear, Mattew	Rositch, Brock	Williamson, Andrea
Dion, Ryan	Kolar, Joe	Rossi, Syllass	Woodworth, Matthew
Enseleit, Calvin	Kranabetter, Mark	Rubuliak, Chris	Wright, John
Euper, Rick	Kroschinsky, Brian	Sanger, Troy	Wudrich, Shawn
Fenton, Lee	Lang, Corrie	Schleppe, Robert	Young, Stacey
Freh, Kevin	Leimert, David	Schmidt, Aaron	Zimmermann, Chris
Friensen, Candace	Light, Tim	Schraeder, Jeremy	Zimmermann, Lorne
Gaschnitz, Chris	Lipkovits, Allan	Serres, Lawrence	Zimmermann, Robyn
Gesi, Sandra	Mamchur, Troy	Shaw, Doug	Zimorski, Agnes
Gibson, David	McCarthy, David	Shemley, Craig	Zol, Diano
Golling, Ron	McNairn, Jeff	Simpson, Eric	

<b>KFD employees as at June 15, 2015</b>			
Alexander, Amanda	Graf, Scott	Melnik, Tracy	Spragge, Trevor
Baillie, John	Green, William Trent T	Miller, Dennis	Springer, Jonathan
Barth, Neil	Haines, Mitchell S	Moffat, Robert	Stantic, Peter
Barton, Patrick	Hall, Steven	Moore, Brian	Stephens, Kelly
Baudais, Shannon	Hanik, Tanya	Moorhouse, Matthew	Stewart, Craig T
Benson, Adam	Hawley, Michael	Mudge, Robert	Stoodley, Jason
Bodnar, Michelle E	Hill, Michael	Nanci, Enzo	Syrnyk, Brock
Bonkowski, Glenn	Hill, Timothy	Ness, James	Szabadi, Thomas
Bostock, Bruce	Hogg, Dayle	Nykilchuk, Bryan	Twamley, Jason
Brandel, Steve	Jacobson, Kyle	Orban, Christopher	Van de Sype, Russell
Brownlee, Michael	Johnson, Nathan	Pacholzuk, Gayanne	Volk, Micah
Buchanan, Robbie	Johnson, Paul	Paley, Glenn	Wallick, Steve
Chasca, Danny	Johnston, Todd	Payer, Scott	Walroth, Michael
Chatham, Allan J	Johnstone, Pamela	Pellett, Ryan	Wentland, Jeremy
Clarke, Scott	Kakuno, Tracey	Pfenning, Brad	Weremy, Kevin
Cockings, Paul	Keating, Lawrence	Picklyk, Jason	Wiberg, Kyle
Corsi, Ryan	Kelly, John	Rooks, Shawn	Wiersma, Larry
Cronquist, Scott	Kiehlbauch, Shayne	Roshinsky, Steven	Williamson, Andrea
Dais, Jarret	Kinnear, Matthew	Rositch, Brock	Woodworth, Matthew J
Darchuk, Gordon	Klonteig, Shannon L	Rossi, Sy	Wright, John
Dion, Ryan	Kolar, Joseph	Rubuliak, Christopher	Wudrich, Shawn
Enseleit, Calvin	Kranabetter, Mark	Sanger, Troy E	Young, Stacey
Euper, Richard J	Kroschinsky, Brian	Schleppe, Robert	Zimmermann, Christopher
Fenton, Lee	Lang, Corrie	Schmidt, Aaron	Zimmermann, Lorne
Freh, Kevin	Leimert, David	Schraeder, Jeremy B	Zimmermann, Robyn
Friesen, Candace	Light, Timothy V	Shaw, Douglas	Zimorski, Agnieszka
Gaschnitz, Christopher	Lipkovits, Allan	Shemley, Craig	Zol, Diano
Gesi, Sandra	Mamchur, Troy	Simpson, Eric	
Gibson, David	McCarthy, David	Skeldon, Robert	
Golling, Ronald	McNairn, Jeff	Sparks, Alana	



IAFF SCHEDULE A  
January 1, 2013 to December 31, 2019

Classification	Percent Differential	January 1, 2013			January 1, 2014		
		Monthly	Bi-Weekly	2.50% Hourly	Monthly	Bi-Weekly	2.50% Hourly
<b>Fire Fighter</b>							
- Probation Rate (1st 6 months)	70%	4972.71	2287.27	27.2294	5097.03	2344.45	27.9101
- 1st Year (2nd 6 months)	75%	5327.90	2450.64	29.1743	5461.10	2511.91	29.9037
- 2nd Year	80%	5683.10	2614.02	31.1193	5825.18	2679.37	31.8973
- 3rd Year	90%	6393.49	2940.77	35.0092	6553.32	3014.29	35.8844
- 4th Year (1st Class)	100%	7103.87	3267.53	38.8991	7281.47	3349.21	39.8716
- 10th Year	102%	7245.95	3332.88	39.6771	7427.10	3416.20	40.6690
- 10th Year	103%						
<b>Lieutenant</b>	112%	8115.46	3732.82	44.4383	8318.35	3826.14	45.5493
<b>Fire Administration Officer I</b>	117%	8477.76	3899.46	48.7433	8689.71	3996.95	49.9619
<b>Fire Administration Officer II</b>	122%	8840.06	4066.11	50.8264	9061.06	4167.76	52.0970
<b>Fire Prevention Officer</b>	132%	9564.65	4399.40	54.9925	9803.77	4509.38	56.3673
<b>Training Officer</b>	132%	9564.65	4399.40	54.9925	9803.77	4509.38	56.3673
<b>Assistant Training Officer</b>	122%	8840.06	4066.11	50.8264	9061.06	4167.76	52.0970
<b>Captain</b>	122%	8840.06	4066.11	48.4061	9061.06	4167.76	49.6162
<b>Platoon Captain</b>	132%	9564.65	4399.40	52.3738	9803.77	4509.38	53.6831
<b>Fire Inspector I</b>	100%	7103.87	3267.53	40.8441	7281.47	3349.21	41.8652
<b>Fire Inspector (10th Year)</b>	102%	7245.95	3332.88	41.6609	7427.10	3416.20	42.7025
	103%						
<b>Fire Inspector II</b>	110%	7970.54	3666.16	45.8270	8169.81	3757.82	46.9727
<b>Dispatch Centre Operator</b>							
- Probation Rate (1st 6 months)	70%	4972.71	2287.27	27.2294	5097.03	2344.45	27.9101
- 1st Year (2nd 6 months)	75%	5327.90	2450.64	29.1743	5461.10	2511.91	29.9037
- 2nd Year	80%	5683.10	2614.02	31.1193	5825.18	2679.37	31.8973
- 3rd Year	90%	6393.49	2940.77	35.0092	6553.32	3014.29	35.8844
- 4th Year (1st Class)	100%	7103.87	3267.53	38.8991	7281.47	3349.21	39.8716
<b>Dispatch Centre Operator 3</b>	110%						
(May 24, 2014)							
- Probation Rate (1st 6 months)					5606.73	2578.89	30.7011
- 1st Year (2nd 6 months)					6007.21	2763.10	32.8941
- 2nd Year					6407.69	2947.31	35.0870
- 3rd Year					7208.65	3315.72	39.4729
- 4th Year (1st Class)					8009.62	3684.13	43.8587
<b>Secretary</b>							
- Step 1 (1st 6 months)		4312.32	1983.51	28.3359	4420.13	2033.10	29.0443
- Step 2 (7th - 18th month)		4591.58	2111.96	30.1709	4706.37	2164.76	30.9251
- Step 3 (at completion of 18th month)		4870.73	2240.36	32.0051	4992.49	2296.37	32.8053
<b>Clerk Typist</b>							
- Step 1 (1st 6 months)		3859.35	1775.16	25.3594	3955.83	1819.54	25.9934
- Step 2 (7th - 18th month)		4135.77	1902.31	27.1758	4239.17	1949.86	27.8552
- Step 3 (at completion of 18th month)		4336.69	1994.72	28.4960	4445.11	2044.59	29.2084

IAFF SCHEDULE A  
January 1, 2013 to December 31, 2019

Classification	Percent Differential	January 1, 2015			January 1, 2016		
		Monthly	Bi-Weekly	2.50% Hourly	Monthly	Bi-Weekly	2.50% Hourly
<b>Fire Fighter</b>							
- Probation Rate (1st 6 months)	70%	5224.45	2403.06	28.6079	5355.07	2463.14	29.3231
- 1st Year (2nd 6 months)	75%	5597.63	2574.71	30.6513	5737.57	2639.08	31.4176
- 2nd Year	80%	5970.80	2746.36	32.6947	6120.07	2815.01	33.5121
- 3rd Year	90%	6717.16	3089.65	36.7815	6885.08	3166.89	37.7011
- 4th Year (1st Class)	100%	7463.51	3432.94	40.8684	7650.09	3518.77	41.8901
- 10th Year	102%	7612.78	3501.60	41.6857			
- 10th Year	103%				7879.60	3624.33	43.1468
<b>Lieutenant</b>	112%	8526.31	3921.79	46.6880	8825.15	4059.25	48.3244
<b>Fire Administration Officer I</b>	117%	8906.95	4096.88	51.2109	9219.13	4240.47	53.0058
<b>Fire Administration Officer II</b>	122%	9287.59	4271.96	53.3994	9613.11	4421.68	55.2710
<b>Fire Prevention Officer</b>	132%	10048.86	4622.12	57.7764	10401.07	4784.12	59.8015
<b>Training Officer</b>	132%	10048.86	4622.12	57.7764	10401.07	4784.12	59.8015
<b>Assistant Training Officer</b>	122%	9287.59	4271.96	53.3994	9613.11	4421.68	55.2710
<b>Captain</b>	122%	9287.59	4271.96	50.8566	9613.11	4421.68	52.6391
<b>Platoon Captain</b>	132%	10048.86	4622.12	55.0252	10401.07	4784.12	56.9538
<b>Fire Inspector I</b>	100%	7463.51	3432.94	42.9118	7650.09	3518.77	43.9846
<b>Fire Inspector (10th Year)</b>	102%	7612.78	3501.60	43.7700			
	103%				7879.60	3624.33	45.3041
<b>Fire Inspector II</b>	110%	8374.05	3851.76	48.1470	8667.56	3986.76	49.8345
<b>Dispatch Centre Operator</b>							
- Probation Rate (1st 6 months)	70%	5224.45	2403.06	28.6079	5355.07	2463.14	29.3231
- 1st Year (2nd 6 months)	75%	5597.63	2574.71	30.6513	5737.57	2639.08	31.4176
- 2nd Year	80%	5970.80	2746.36	32.6947	6120.07	2815.01	33.5121
- 3rd Year	90%	6717.16	3089.65	36.7815	6885.08	3166.89	37.7011
- 4th Year (1st Class)	100%	7463.51	3432.94	40.8684	7650.09	3518.77	41.8901
<b>Dispatch Centre Operator 3</b>	110%						
(May 24, 2014)							
- Probation Rate (1st 6 months)		5746.90	2643.37	31.4687	5890.57	2709.45	32.2554
- 1st Year (2nd 6 months)		6157.39	2832.18	33.7164	6311.33	2902.98	34.5593
- 2nd Year		6567.89	3020.99	35.9642	6732.08	3096.52	36.8633
- 3rd Year		7388.87	3398.61	40.4597	7573.59	3483.58	41.4712
- 4th Year (1st Class)		8209.86	3776.24	44.9552	8415.10	3870.64	46.0791
<b>Secretary</b>							
- Step 1 (1st 6 months)		4530.63	2083.93	29.7704	4643.90	2136.03	30.5147
- Step 2 (7th - 18th month)		4824.03	2218.88	31.6983	4944.63	2274.35	32.4907
- Step 3 (at completion of 18th month)		5117.31	2353.78	33.6254	5245.24	2412.62	34.4660
<b>Clerk Typist</b>							
- Step 1 (1st 6 months)		4054.73	1865.03	26.6433	4156.09	1911.65	27.3093
- Step 2 (7th - 18th month)		4345.14	1998.61	28.5516	4453.77	2048.58	29.2654
- Step 3 (at completion of 18th month)		4556.23	2095.70	29.9386	4670.14	2148.10	30.6871

## IAFF SCHEDULE A

January 1, 2013 to December 31, 2019

Classification	Percent Differential	January 1, 2017			January 1, 2018		
		Monthly	Bi-Weekly	2.50% Hourly	Monthly	Bi-Weekly	2.50% Hourly
<b>Fire Fighter</b>							
- Probation Rate (1st 6 months)	70%	5488.94	2524.72	30.0561	5626.17	2587.83	30.8075
- 1st Year (2nd 6 months)	75%	5881.01	2705.05	32.2030	6028.03	2772.68	33.0081
- 2nd Year	80%	6273.08	2885.39	34.3499	6429.90	2957.52	35.2086
- 3rd Year	90%	7057.21	3246.06	38.6436	7233.64	3327.21	39.6097
- 4th Year (1st Class)	100%	7841.35	3606.74	42.9373	8037.38	3696.90	44.0108
- 10th Year	102%						
- 10th Year	103%	8076.59	3714.94	44.2255	8278.50	3807.81	45.3311
<b>Lieutenant</b>	112%	9045.78	4160.73	49.5325	9271.92	4264.75	50.7708
<b>Fire Administration Officer I</b>	117%	9449.61	4346.48	54.3310	9685.85	4455.14	55.6893
<b>Fire Administration Officer II</b>	122%	9853.44	4532.23	56.6528	10099.77	4645.53	58.0691
<b>Fire Prevention Officer</b>	132%	10661.09	4903.72	61.2965	10927.62	5026.31	62.8289
<b>Training Officer</b>	132%	10661.09	4903.72	61.2965	10927.62	5026.31	62.8289
<b>Assistant Training Officer</b>	122%	9853.44	4532.23	56.6528	10099.77	4645.53	58.0691
<b>Captain</b>	122%	9853.44	4532.23	53.9551	10099.77	4645.53	55.3039
<b>Platoon Captain</b>	132%	10661.09	4903.72	58.3776	10927.62	5026.31	59.8370
<b>Fire Inspector I</b>	100%	7841.35	3606.74	45.0842	8037.38	3696.90	46.2113
<b>Fire Inspector (10th Year)</b>	102%						
	103%	8076.59	3714.94	46.4367	8278.50	3807.81	47.5977
<b>Fire Inspector II</b>	110%	8884.24	4086.43	51.0804	9106.35	4188.59	52.3574
<b>Dispatch Centre Operator</b>							
- Probation Rate (1st 6 months)	70%	5488.94	2524.72	30.0561	5626.17	2587.83	30.8075
- 1st Year (2nd 6 months)	75%	5881.01	2705.05	32.2030	6028.03	2772.68	33.0081
- 2nd Year	80%	6273.08	2885.39	34.3499	6429.90	2957.52	35.2086
- 3rd Year	90%	7057.21	3246.06	38.6436	7233.64	3327.21	39.6097
- 4th Year (1st Class)	100%	7841.35	3606.74	42.9373	8037.38	3696.90	44.0108
<b>Dispatch Centre Operator 3</b>	110%						
(May 24, 2014)							
- Probation Rate (1st 6 months)		6037.84	2777.19	33.0618	6188.78	2846.62	33.8883
- 1st Year (2nd 6 months)		6469.11	2975.56	35.4233	6630.84	3049.95	36.3089
- 2nd Year		6900.38	3173.93	37.7849	7072.89	3253.28	38.7295
- 3rd Year		7762.93	3570.67	42.5080	7957.01	3659.94	43.5707
- 4th Year (1st Class)		8625.48	3967.41	47.2311	8841.12	4066.60	48.4119
<b>Secretary</b>							
- Step 1 (1st 6 months)		4760.00	2189.43	31.2775	4879.00	2244.16	32.0595
- Step 2 (7th - 18th month)		5068.25	2331.21	33.3030	5194.95	2389.49	34.1356
- Step 3 (at completion of 18th month)		5376.37	2472.94	35.3277	5510.78	2534.76	36.2109
<b>Clerk Typist</b>							
- Step 1 (1st 6 months)		4260.00	1959.44	27.9921	4366.50	2008.43	28.6919
- Step 2 (7th - 18th month)		4565.12	2099.79	29.9970	4679.25	2152.28	30.7469
- Step 3 (at completion of 18th month)		4786.89	2201.80	31.4543	4906.57	2256.84	32.2406

## IAFF SCHEDULE A

January 1, 2013 to December 31, 2019

Classification	Percent Differential	January 1, 2019		2.50%
		Monthly	Bi-Weekly	Hourly
<b>Fire Fighter</b>				
- Probation Rate (1st 6 months)	70%	5766.82	2652.53	31.5777
- 1st Year (2nd 6 months)	75%	6178.74	2842.00	33.8333
- 2nd Year	80%	6590.65	3031.46	36.0888
- 3rd Year	90%	7414.48	3410.39	40.5999
- 4th Year (1st Class)	100%	8238.31	3789.33	45.1110
- 10th Year	102%			
- 10th Year	103%	8485.46	3903.01	46.4644
<b>Lieutenant</b>	112%	9503.72	4371.37	52.0401
<b>Fire Administration Officer I</b>	117%	9927.99	4566.52	57.0815
<b>Fire Administration Officer II</b>	122%	10352.27	4761.67	59.5209
<b>Fire Prevention Officer</b>	132%	11200.81	5151.97	64.3996
<b>Training Officer</b>	132%	11200.81	5151.97	64.3996
<b>Assistant Training Officer</b>	122%	10352.27	4761.67	59.5209
<b>Captain</b>	122%	10352.27	4761.67	56.6865
<b>Platoon Captain</b>	132%	11200.81	5151.97	61.3330
<b>Fire Inspector I</b>	100%	8238.31	3789.33	47.3666
<b>Fire Inspector (10th Year)</b>	102%			
	103%	8485.46	3903.01	48.7876
<b>Fire Inspector II</b>	110%	9334.01	4293.31	53.6664
<b>Dispatch Centre Operator</b>				
- Probation Rate (1st 6 months)	70%	5766.82	2652.53	31.5777
- 1st Year (2nd 6 months)	75%	6178.74	2842.00	33.8333
- 2nd Year	80%	6590.65	3031.46	36.0888
- 3rd Year	90%	7414.48	3410.39	40.5999
- 4th Year (1st Class)	100%	8238.31	3789.33	45.1110
<b>Dispatch Centre Operator 3</b>	110%			
(May 24, 2014)				
- Probation Rate (1st 6 months)		6343.50	2917.78	34.7355
- 1st Year (2nd 6 months)		6796.61	3126.20	37.2166
- 2nd Year		7249.72	3334.61	39.6977
- 3rd Year		8155.93	3751.43	44.6599
- 4th Year (1st Class)		9062.15	4168.26	49.6221
<b>Secretary</b>				
- Step 1 (1st 6 months)		5000.97	2300.27	32.8610
- Step 2 (7th - 18th month)		5324.83	2449.23	34.9890
- Step 3 (at completion of 18th month)		5648.55	2598.13	37.1161
<b>Clerk Typist</b>				
- Step 1 (1st 6 months)		4475.66	2058.64	29.4092
- Step 2 (7th - 18th month)		4796.23	2206.09	31.5156
- Step 3 (at completion of 18th month)		5029.23	2313.26	33.0466

Statement re attached IAFF SCHEDULE B

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Wage schedule for existing Secretary and Clerk/Typist employees (hired prior to ratification of this collective agreement) shall be according to Secretary and Clerk/typist wages outlined in Schedule A. In regards to the Secretary and Clerk/typist positions, all fire department employees hired prior to ratification of this collective agreement shall be grandfathered to all provisions and terms of the current collective agreement, including Schedule A. (See attached employee list)

IAFF SCHEDULE B  
 May 24, 2014 to December 31, 2019

May 24, 2014	March 31, 2015	1.25%
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Classification

Dispatch Operator 2	May 24, 2014			March 31, 2015		
	Monthly	Bi-Weekly	Hourly	Monthly	Bi-Weekly	Hourly
Probationary Rate (first 6 months)	4373.82	2011.80	23.9500	4428.49	2036.95	24.2494
1 <sup>st</sup> year (2nd 6 months)	5146.32	2367.12	28.1800	5210.65	2396.71	28.5323
2 <sup>nd</sup> year	5363.64	2467.08	29.3700	5430.68	2497.92	29.7371
3 <sup>rd</sup> year	5586.44	2569.56	30.5900	5656.27	2601.68	30.9724
4 <sup>th</sup> year	5816.54	2675.40	31.8500	5889.25	2708.84	32.2481
5 <sup>th</sup> year	6063.08	2788.80	33.2000	6138.87	2823.66	33.6150

Dispatch Operator 3	May 24, 2014			March 31, 2015		
	Monthly	Bi-Weekly	Hourly	Monthly	Bi-Weekly	Hourly
Probationary Rate (first 6 months)	4811.20	2212.98	26.3450	4871.34	2240.64	26.6743
1 <sup>st</sup> year (2nd 6 months)	5660.95	2603.83	30.9980	5731.71	2636.38	31.3855
2 <sup>nd</sup> year	5900.00	2713.79	32.3070	5973.75	2747.71	32.7108
3 <sup>rd</sup> year	6145.08	2826.52	33.6490	6221.89	2861.85	34.0696
4 <sup>th</sup> year	6398.20	2942.94	35.0350	6478.17	2979.73	35.4729
5 <sup>th</sup> year	6669.39	3067.68	36.5200	6752.76	3106.03	36.9765

Casual Dispatch Operator	May 24, 2014		March 31, 2015	
	Monthly	Bi-Weekly	Monthly	Bi-Weekly
Probationary Rate (first 1,440 hours)		Hourly 23.9500		Hourly 24.2494
1 <sup>st</sup> year (after probation)		28.1800		28.5323
2 <sup>nd</sup> year		29.3700		29.7371
3 <sup>rd</sup> year		30.5900		30.9724
4 <sup>th</sup> year		31.8500		32.2481
5 <sup>th</sup> year		33.2000		33.6150

Secretary	May 24, 2014			March 31, 2015		
	Monthly	Bi-Weekly	Hourly	Monthly	Bi-Weekly	Hourly
- Step 1 (1st 6 months)				4259.73	1959.32	27.9903
- Step 2 (7th - 18th month)				4535.59	2086.21	29.8029
- Step 3 (at completion of 18th month)				4811.33	2213.04	31.6148

Clerk Typist	May 24, 2014			March 31, 2015		
	Monthly	Bi-Weekly	Hourly	Monthly	Bi-Weekly	Hourly
- Step 1 (1st 6 months)				3812.28	1753.51	25.0502
- Step 2 (7th - 18th month)				4085.33	1879.11	26.8444
- Step 3 (at completion of 18th month)				4283.80	1970.39	28.1485

IAFF SCHEDULE B

May 24, 2014 to December 31, 2019

<b>March 31, 2016</b>	<b>1.25%</b>	<b>March 31, 2017</b>	<b>1.25%</b>
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Classification

<b>Dispatch Operator 2</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>
Probationary Rate (first 6 months)	4483.85	2062.41	24.5525	4539.90	2088.19	24.8594
1 <sup>st</sup> year (2nd 6 months)	5275.78	2426.67	28.8889	5341.73	2457.00	29.2500
2 <sup>nd</sup> year	5498.57	2529.14	30.1088	5567.30	2560.76	30.4852
3 <sup>rd</sup> year	5726.97	2634.20	31.3595	5798.56	2667.13	31.7515
4 <sup>th</sup> year	5962.86	2742.70	32.6512	6037.40	2776.99	33.0594
5 <sup>th</sup> year	6215.61	2858.96	34.0352	6293.30	2894.69	34.4606

<b>Dispatch Operator 3</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>
Probationary Rate (first 6 months)	4932.23	2268.65	27.0077	4993.89	2297.01	27.3453
1 <sup>st</sup> year (2nd 6 months)	5803.36	2669.33	31.7778	5875.90	2702.70	32.1750
2 <sup>nd</sup> year	6048.42	2782.06	33.1197	6124.03	2816.83	33.5337
3 <sup>rd</sup> year	6299.67	2897.62	34.4955	6378.41	2933.84	34.9267
4 <sup>th</sup> year	6559.15	3016.97	35.9163	6641.14	3054.69	36.3653
5 <sup>th</sup> year	6837.17	3144.85	37.4387	6922.63	3184.16	37.9067

<b>Casual Dispatch Operator</b>	<b>Hourly</b>	<b>Hourly</b>
Probationary Rate (first 1,440 hours)	24.5525	24.8594
1 <sup>st</sup> year (after probation)	28.8889	29.2500
2 <sup>nd</sup> year	30.1088	30.4852
3 <sup>rd</sup> year	31.3595	31.7515
4 <sup>th</sup> year	32.6512	33.0594
5 <sup>th</sup> year	34.0352	34.4606

<b>Secretary</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>
- Step 1 (1st 6 months)	4312.98	1983.82	28.3402	4366.89	2008.61	28.6945
- Step 2 (7th - 18th month)	4592.28	2112.28	30.1755	4649.68	2138.69	30.5527
- Step 3 (at completion of 18th month)	4871.47	2240.70	32.0100	4932.36	2268.71	32.4101

<b>Clerk Typist</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>
- Step 1 (1st 6 months)	3859.93	1775.43	25.3633	3908.18	1797.62	25.6803
- Step 2 (7th - 18th month)	4136.40	1902.60	27.1799	4188.11	1926.38	27.5197
- Step 3 (at completion of 18th month)	4337.35	1995.02	28.5004	4391.57	2019.96	28.8566

IAFF SCHEDULE B  
 May 24, 2014 to December 31, 2019

March 31, 2018	1.25%	March 31, 2019	1.25%
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Classification

<b>Dispatch Operator 2</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>
Probationary Rate (first 6 months)	4596.65	2114.29	25.1701	4654.10	2140.72	25.4848
1 <sup>st</sup> year (2nd 6 months)	5408.50	2487.71	29.6156	5476.10	2518.81	29.9858
2 <sup>nd</sup> year	5636.89	2592.77	30.8663	5707.35	2625.18	31.2521
3 <sup>rd</sup> year	5871.04	2700.47	32.1484	5944.43	2734.22	32.5503
4 <sup>th</sup> year	6112.87	2811.70	33.4726	6189.28	2846.85	33.8910
5 <sup>th</sup> year	6371.97	2930.88	34.8914	6451.62	2967.51	35.3275

<b>Dispatch Operator 3</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>
Probationary Rate (first 6 months)	5056.31	2325.72	27.6872	5119.52	2354.79	28.0332
1 <sup>st</sup> year (2nd 6 months)	5949.35	2736.49	32.5772	6023.71	2770.69	32.9844
2 <sup>nd</sup> year	6200.58	2852.04	33.9529	6278.09	2887.69	34.3773
3 <sup>rd</sup> year	6458.14	2970.51	35.3633	6538.87	3007.65	35.8053
4 <sup>th</sup> year	6724.16	3092.87	36.8199	6808.21	3131.53	37.2801
5 <sup>th</sup> year	7009.17	3223.96	38.3805	7096.78	3264.26	38.8603

<b>Casual Dispatch Operator</b>	<b>Hourly</b>	<b>Hourly</b>
Probationary Rate (first 1,440 hours)	25.1701	25.4848
1 <sup>st</sup> year (after probation)	29.6156	29.9858
2 <sup>nd</sup> year	30.8663	31.2521
3 <sup>rd</sup> year	32.1484	32.5503
4 <sup>th</sup> year	33.4726	33.8910
5 <sup>th</sup> year	34.8914	35.3275

<b>Secretary</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>
- Step 1 (1st 6 months)	4421.48	2033.72	29.0532	4476.75	2059.14	29.4163
- Step 2 (7th - 18th month)	4707.80	2165.42	30.9346	4766.65	2192.49	31.3213
- Step 3 (at completion of 18th month)	4994.02	2297.07	32.8153	5056.44	2325.78	33.2254

<b>Clerk Typist</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Bi-Weekly</b>	<b>Hourly</b>
- Step 1 (1st 6 months)	3957.04	1820.09	26.0013	4006.50	1842.84	26.3264
- Step 2 (7th - 18th month)	4240.46	1950.46	27.8637	4293.46	1974.84	28.2120
- Step 3 (at completion of 18th month)	4446.46	2045.21	29.2173	4502.04	2070.78	29.5825